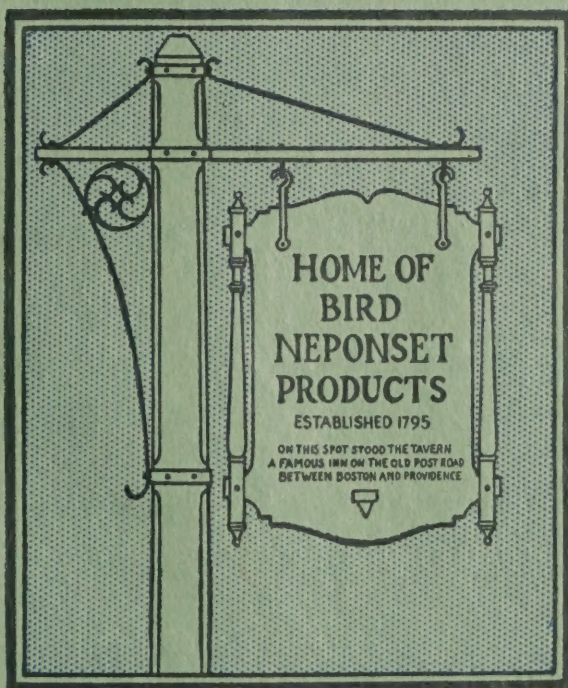


BIRD'S NEPONSET REVIEW

VOLUME 24 - 1936

BIRD'S *Neponset* REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.



VOL. XXIV NO 1

FEBRUARY 1936



BIRD & SON, inc.

Established 1795



East Walpole, Massachusetts, U. S. A.

Paper Mills

East Walpole, Mass.
Phillipsdale, R. I.

Box Factories

East Walpole, Mass.

Flooring Plant

Norwood, Mass.

Roofing Plants

Norwood, Mass.
Chicago, Ill.

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Vice-Chairman, CHARLES S. BIRD, JR.

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Assistant Purchasing and Traffic, M. J. HAWKINS

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Sales Manager Roofing Division, E. L. CHAMBERLAIN

Manager Eastern Division, W. E. HALE

Manager Central Division, S. C. TRAUDT, JR.

Manager Southern Division, A. D. KILHAM

Manager Western Division, W. W. WILSON

Sales Manager Box Division, C. H. ANDREWS

Sales Manager Carton Division, A. M. CLAFFEE

Bird Floor Covering Sales Corporation

(Subsidiary Company)

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Field Manager, A. V. GARLAND

Manufacturing

Director of Manufacturing, C. W. CONRAD

Assistant to Director of Manufacturing, P. N. HILLS

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Plant Engineer, J. A. SHEEHAN

Chief Chemist, E. L. CONNOLLY

Superintendent Paper Division, J. J. BURKE

Superintendent Box Division, A. D. COLBURN

Superintendent Carton Division, R. L. TUPPER

Superintendent Felt Division, T. G. HENDERSON

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Assistant Superintendent, G. E. SMITH

Chief Chemist, F. P. REYNOLDS

Superintendent Western Roofing Division, J. G. YOUNG

Assistant Superintendent, J. F. MATCHA

Chief Chemist, ERICH GACH

Branch Offices

New York, Chicago

Warehouses

BALTIMORE, BROCKTON, BUFFALO, CINCINNATI, CHICAGO, DETROIT, EAST WALPOLE, KANSAS CITY, MINNEAPOLIS,
NORWOOD, SAVANNAH, SOUTH KEARNY, ST. LOUIS

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No. 1



Suggestion prize winners for 1935, with the Executives present when the awards were made. President Roberts is shown handing Harvey Hayward the \$100 check for the best suggestion in 1935. Left to right: Samuel Hunter, No. 1 Box Shop, Francis McMahon, Granule Plant, Charles Chorlton, Jr., Roofing Plant, Howard C. Bearce, Granule Plant, President B. H. Roberts, Laurence Hubbard, No. 2 Box Shop, Vice-President E. H. Bartlett, Harvey Hayward, Flooring Plant, B. D. Rogers, Chairman Suggestion Committee, and C. W. Conrad, Director of Manufacturing.

Suggestion Winners Announced

\$730.00 Awarded for Fine Ideas in 1935

HARVEY HAYWARD, Flooring Print Machines, was the proud winner of \$250.00 in the annual Suggestion Awards, made in the Director's Room by President Roberts on January 22, and Charles Chorlton, Jr., Roofing Machine Shop, was awarded a total of \$285.00 in prize money.

These two men carried off the highest honors for the best suggestions of 1935. Mr. Hayward's suggestion, "Spit Guards on Line Box" was named the best suggestion of the year (\$100.00 award), and was given a special award of \$150.00. These guards are strips of felt which prevent small drops of paint from flying out of the paint boxes onto

the material being printed. This idea not only reduces the number of off goods, but increases the quality of all material going over the machine, and is considered a very excellent suggestion.

Mr. Chorlton's suggestion, "Thrust Bearings on Patterson Kettles" received the \$50.00 award for the second best suggestion of 1935, and was also given a special \$100.00 award. These new bearings last longer than the old style, and are much more easily changed when repairs are necessary.

The prize for the third best suggestion was also won by Mr. Chorlton with his suggestion, "Turn Cut

Outs Around on 3-1 Die". This idea has increased the life of the Cut Outs by 55%. He received the regular \$25.00 award on this, and a special award of \$75.00 in addition.

A third suggestion by Mr. Chorlton, "Jigs for Bric-Craft Die" worked out very well and was given a special award of \$35.00. This made a total of \$285.00 in awards for Mr. Chorlton.

In addition to these, seven other special awards were made and three of these went to Roofing Mill workers. Thirty-five dollars was awarded to each of the following—

Howard C. Bearce, Granule Plant, for his suggestion, "Chute from



Four hundred yards of cement was poured in one day into the floor of the new Warehouse at the Flooring Plant. It was mixed in Needham and delivered on the job in large trucks, as shown in the picture.

Chimney Breaching to Screw Conveyor". This idea saves in cleaning time and increases production.

John G. Graney, Roofing Maintenance, for his suggestion, "Use Waterproof Grease at FBPM1". This grease prevents the slitters at the shaft, and saves time in making repairs.

Samuel Hunter, Solid Fibre Department, for his suggestion, "Cam on FXAM36-37". The installation of cams on these machines makes them operate more smoothly, and prevents them from plugging up or breaking.

Francis R. McMahon, Granule Plant, for his suggestion, "Simpler Method of Cleaning and Changing Screens". Mr. McMahon suggested a hinged bottom to the screen cover, making the cleaning much easier, and reducing the amount of time necessary to make changes.

An award of \$25.00 was made to Lawrence Hubbard, Shoe Carton Machine, for his suggestion, "Rolls to straighten Paper on Rotary Box Machine". By using the two sets of rolls which Mr. Hubbard suggested, a great deal of curly paper can be straightened and much waste saved.

Fifteen dollars was awarded to Charles Logue, Shoe Carton Machine, for his suggestion, "Use Rubber Blanket under Folded Lids". This blanket is valuable because it prevents the glue on the lids from damaging the printing plates.

Chicago was represented this year by Clarence Reithofer, whose suggestion "Different Chain for No. 2 Stick Rack" was given an award of

\$15.00. The heavier chain which he suggested wears longer than the old chain, thus preventing frequent breakdowns on the machine from this cause.

With the making of these awards, 1935 goes on record as one of the best years for Suggestions we have had in a long time. The Committee was very much impressed with the thought that has been evidenced by all the suggestions, and the unusual excellence of the suggestions which were in line for the special awards.

President's Comments

In presenting the awards, President Roberts remarked on this fact and spoke briefly about the importance the Management places upon suggestions. He explained that all suggestions are first carefully reviewed by the Investigator and the Superintendents of the plants, and are then read and discussed at the meeting of the Suggestion Committee. When this committee has reached its decision, the suggestions are then passed through Mr. Bartlett's hands to the Executive Committee for final approval. Mr. Bartlett checks each recommendation individually, so that when the Executive Committee finally makes the award we are certain that a fair decision has been reached.

In conclusion Mr. Roberts stated, "We are very much pleased at the results this year, and if next year's suggestions can be as good, we hope there will be twice as many to receive awards."

Table Tennis

By Gordon Wilson

THE first half of the Inter-Departmental Table Tennis Meet was won by the Flooring Laboratory team, consisting of Victor Babel, Kaino Paajanen, and Edward Phillips. Runner-up honors went to the Art Department. The second half of the League will start February 3rd with two new teams entered—one is from the Duracork Department, captained by John Hogan, and the other is the Roofing Sales, captained by Albert Kimball. The Finishing Department team has dropped out.

The yearly Bird Club Championship Tournament is now in progress and an early forecast points to a repeat for last year's champ—Victor Babel. A group of Bird Club players entered in the recent Somerville Tournament and made a good showing. Another group attended the exhibition at the West End House, featuring Ruth Aarons, National Woman's Champion, and Mr. Sandor Glancz, the Hungarian Champ.

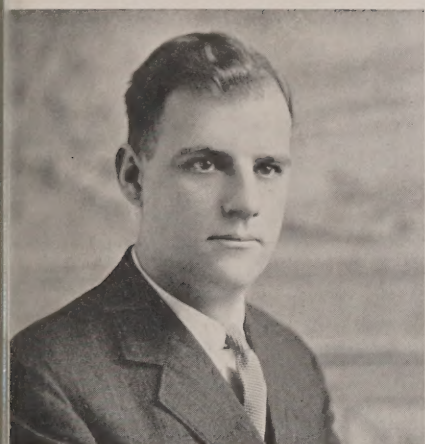
New players taking up the game include Tad Maguire, Red Coyne, Bill Cody, Al Kimball, Ken Rouillard, Leo Kelley, Philip Hutchinson, Howard Whitney, Ralph and Gus Farris.

All future table tennis activities will be by Bird Club members only, as ruled at the last Council Meeting.

Keep Smiling

"YOU are not dressed for work until you put on a smile." This remark which we read in a magazine the other day hits the nail on the head and applies equally to every job from the top to the bottom of the organization. Every job goes easier if you keep smiling while doing it. A smile costs almost nothing in effort—in fact, some scientist has figured it out that it takes two or three times as many muscles to frown as to smile—but it pays big dividends.

Life is short enough at best; we will all have our share of worries and sadness before it is over. So concentrate on the smiling, and remember that you are not properly "dressed" for any job until you are in the right frame of mind.



Arthur D. Colburn, Superintendent No. 1 Box Shop.

Management Changes

EFFECTIVE on January 1, 1936, Arthur D. Colburn became Superintendent of the No. 1 Box Shop. John L. Locke, formerly foreman of the Combiner Room, was appointed Assistant Superintendent of the No. 1 Box Shop, and Charles S. Mutch was made foreman of the Combiner Room, taking the position made vacant by Mr. Locke's new appointment. At the same time Mr. Russell L. Tupper was transferred to the position of Superintendent of the No. 2 Box Shop.

On February 1, 1936 Arthur V. Garland, formerly Assistant Credit Manager as well as Vice President and Director of the Bird Finance Corporation, took up his new duties as Field Manager of the Bird & Son Sales Corporation, under Mr. H. Eugene Sawyer, Jr., President.

Howard S. Hanna, Office Manager of the Chicago Roofing Division replaces Mr. Garland as Assistant Credit Manager, and Harold W. Altman becomes the new Office Manager at Chicago.

Mr. Colburn came with us in December 1923 as a worker in the No. 1 Box Shop. At that time he had attended Brown University for a year and Wentworth Institute one year, and for a short time had been with the Atwater-Kent Mfg. Company. He worked in various departments of the Box Shop, and in March 1925 was made Assistant Foreman in charge of the Corrugated Department. In October of that year he left to take a job in Florida, but returned to us about the first of the next year, continuing his duties at the No. 1 Box Shop. From 1926 to

November 1932 he was at various times foreman of both the Solid Fibre and the Corrugated Departments. In November 1932 he became Assistant Superintendent of the No. 1 Box Shop, and has held that position until his recent advancement.

Mr. Garland was educated at Fisher's Business College in Waltham and at Pace Institute, Boston. Before coming with Bird & Son he had been auditor and Office Manager at the Arlington Hotel Company, and for three years had been Office and Credit Manager of the Devoe & Reynolds Company, Inc. of Boston. He started here in June 1929 as a credit clerk, and in 1932 became Assistant Credit Manager. In January 1935 when the Bird Finance Corporation was organized he was made a Vice President and Director of this Corporation. For several years he has been a member of the Floor Covering Manufacturers' Round Table, the credit organization of the Floor Covering industry. In 1933 he was Treasurer of this group, and Chairman in 1934.

We extend our congratulations to all these men, and wish them the best of success in their new duties.

Southern Hurricanes

LAST Fall four Bird & Son workers had experiences in Southern hurricanes which they will not soon forget. Miss Dorothy Hartig of the Box Sales Department and her brother Walter of the Printing Department were at Miami during the severe hurricane on November 4th, and Dagmar Peterson, Secretary to Mr. Roberts, and Evelyn Wadleigh, head of the Stenographic Department, went through three separate storms on board ship.

What the hurricane did to Miami last Fall. The Hotel where Dorothy and Walter Hartig stayed is in the background.



Arthur V. Garland, Field Manager Bird Floor Covering Sales Corporation.

As can be seen from the picture below, the Hartigs really saw a hurricane. The first warning of the storm was given at breakfast. Word came over the radio that every one should make himself secure inside some safe building immediately and provide himself with enough food and water to last for several days. Hotel employees began at once to bring all loose furniture inside and to board up the windows. An hour later the storm struck. Immediately all water and electricity were shut off and every one prepared to face a real storm. The gale increased to about eighty miles per hour, and as Walter said, "It certainly did rain".

Center of Storm

About noon there came a lull in the storm and for a short while even the sun came out, indicating that they were then in the center of the hurricane. Shortly after that the center of the storm moved on and it began to blow and rain again—this time worse than before. Official reports showed that the wind reached a velocity of one hundred and thirty miles per hour. It blew all day and well into the middle of the night. No amount of protection could keep the driving rain out of even the modern hotel. Every bedroom floor had an inch or two of water over it, and the lobby of the hotel was almost awash. The following morning the entire city, which had been so beautiful just a few hours before, was a mass of twisted and uprooted trees and wrecked buildings.

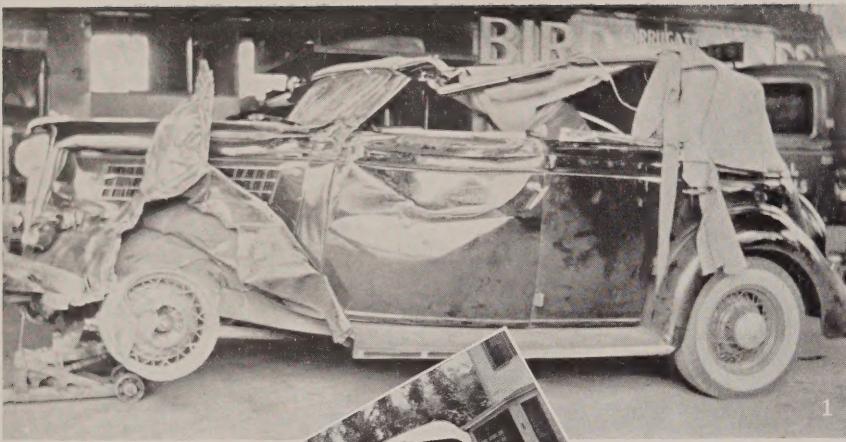
Miss Wadleigh and Miss Peterson sailed from New York on the S. S.

(Continued on Page 5)

Safety On Our Highways

FOR the statistical year 1935 fatal accidents on our highways in Massachusetts showed a drop of 15%. This is the best news that has come from the Registrar of Motor Vehicles in a number of years. Massachusetts and Rhode Island are practically the only states in the Union where a reduction has been made. Rhode Island is almost the only state in the Union having a better record than Massachusetts. We now lead such states as New York, Pennsylvania, Illinois and Ohio. The statistics show that 788 persons were killed last year in Massachusetts, a reduction of 133 from the 1934 total of 921; in the same period there were 48,324 injured, a reduction of 4,731 over the previous year. These figures are for Massachusetts alone. Recent statistics of the National Safety Council show that there were 36,400 motor vehicle fatalities in 1935. This is an all-time record exceeding last year's figures of 36,104. As one newspaper report expressed it, "In eighteen months of the World War, 50,510 American soldiers lost their lives. In eighteen months of perilous peace in 1934 and 1935, 51,500 Americans lost their lives in motor accidents". It surely is time for us to declare a war against motor accidents in this country. In spite of these gloomy figures for the country as a whole, the Massachusetts record does show an improvement.

But 48,000 people injured from automobile accidents and more than three quarters of a thousand killed is still a terrible toll of life and suffering. Our rigid inspections on brakes, lights, and other operating equipment have shown splendid results, but the record still leaves much to be desired. With the hope of showing a still further reduction in 1936, Governor Curley last December appointed a large committee to carry through an intensive campaign for the month of March 1936. Heading this committee is Frank A. Goodwin, Registrar of Motor Vehicles under



When death stalks the highways — (1) This Ford with four passengers, skidded, hit a Packard, demolished a traffic light, and finally came to rest on top a fence post. By some miracle all escaped injury. (2) A fellow broke his arm in this crash, and was lucky to get out of it so easily. (3) This car hit a truck on the super-highway. Two were killed. (4) When this bus crashed in Palmer, Mass., thirty-nine people were injured.

whose direction the reduction in 1935 was made. A recent statement from Governor Curley indicates that this new campaign will include more strict enforcement and an attempt to educate the public into safer driving.

We are heartily behind any program for safer driving conditions in Massachusetts. The fatal accidents of 1935 have been brought home to us all too clearly by the crashes which snuffed out the lives of two of our own fellow workers. Others right here in Bird & Son who have been injured, or who have had narrow escapes from serious injury are too numerous to mention. We live on the route of one of the fastest and most dangerous highways in the State — the Boston & Providence Turnpike. Because of the dangers of this road, the section from East Cross Street in Norwood to North Street in Foxboro was made the subject of a special investigation by the Highway Research Department of the State last year. Our happiness and our very lives depend upon maintaining safe driving conditions and reducing in every way possible the dangers which come with increased speed and heavier traffic.

Our Pledge

As workers in a Plant which stands for Safety, First, Last and Always, we pledge ourselves to the full support of any program for safety on our highways. We promise to help in every way possible, particularly through safe driving by ourselves and our families. For our own safety, we shall have our brakes, lights and other equipment inspected not only when the state requires it, but at other periods if necessary. We promise that our program of safety shall start not next month, but today, when snow storms and icy roads make careful driving imperative, and shall last throughout the year whenever and wherever we may drive.

Veterans' Service List

WE give below the names of those whose fifth, tenth, and fifteenth anniversaries fall during February and March, and of those who complete twenty or more years' service during these months:

FEBRUARY

		Years
Thos. P. Maguire	2- 3-1880	Retired 56
Henry Hartig	2-21-1905	Maintenance 31
Martin Lambine	2- 1-1910	Retired 26
Alice Field	2-27-1911	Office 25
Wienciente Dauksevics	2-28-1915	Paper Mill 23
Fred Nordblom	2- 2-1914	Floor. Plant 22
B. R. Taylor	2-16-1914	Office 22
Peter Nielson	2- 7-1916	Box Shop 20
James Loughman	2-10-1916	Roofing Plant 20
John E. Curran	2-11-1916	Paper Mill 20
John Buonpane	2-10-1921	Roofing Plant 15
Patrick Maguire	2-21-1921	Roofing Plant 15
Justin Antonarticz	2-23-1921	Box Shop 15
Thomas A. Smith	2-23-1921	Roofing Plant 15
William Wosner	2-23-1921	Floor. Plant 15
Irene Rivera	2- 1-1926	Office 10
Ida Milesky	2- 3-1926	Office 10
Frank Eisenhauer	2-10-1926	Box Shop 10
Harvey Hayward	2-11-1926	Floor. Plant 10
Everett Readel	2-11-1926	Box Shop 10
Edward McDonald	2-18-1926	Box Shop 10
Arthur Wise	2-23-1926	Floor. Plant 10
Robert Wilson	2-23-1926	Floor. Plant 10
James Daley	2-24-1926	Floor. Plant 10
Howard Young	2-26-1926	Box Shop 10
Bertha Doderer	2- 5-1931	Box Shop 5
Mary Bellew	2-10-1931	Box Shop 5
Arthur Claffee	2-16-1931	Sales Mgr. 5
		Carton Div. 5

Chicago

William W. Wilson	2- 9-1913	Roof. Sales Mgr. 23
		Western Div.

Phillipsdale

Willie Banks	2- 6-1910	26
Joseph Farrell	2-21-1913	13
Manuel Perry	2-24-1921	15
Joseph Wynn	2-10-1926	10
Henry W. Gibb	2-26-1926	10

Canada

L. T. Dick	2-15-1910	Montreal 26
A. Graham	2-16-1921	Montreal 15
W. Smylie	2-16-1911	Hamilton 25
J. L. Delisle	2- 4-1926	Pont Rouge 10
A. J. Denis	2-18-1931	Portneuf 5
R. G. Bishop	2- 1-1926	Ontario 10

MARCH

		Years
James Kivlin	3-30-1892	Paper Mill 44
Emanuel Johnson	3-11-1898	Maintenance 38
William J. Quinn	3- 9-1900	Paper Mill 36
Bartley O'Donnell	3- 1-1905	Maintenance 31
Harry Bellew	3-10-1907	Roofing Plant 29
John S. Mattson	3- 4-1908	Roofing Plant 28
Dennis Driscoll	3- 4-1909	Retired 27
William Morrissey	3-29-1910	Maintenance 26
Everett Lindequist	3- 3-1911	Roofing Plant 25
Felix Thompson	3-10-1911	Paper Mill 25
John Peza	3-13-1911	Roofing Plant 25
Salvatore Lacivita	3- 8-1912	Roofing Plant 24
William Quinn	3-21-1912	Box Shop 24
Camillo DePlacido	3-22-1912	Roofing Plant 24
John Broadley	3- 2-1915	Maint. Dept. 21
John J. Foley	3-18-1915	Paper Mill 21
Eric Carlson	3- 7-1916	Paper Mill 20
Stanley Alukonis	3- 7-1916	Roofing Plant 20
James Wilkes	3-10-1916	Box Shop 20
Berton Seekins	3- 3-1921	Floor. Plant 5
Elin Johnson	3-15-1926	Office 10
John J. Goonan	3-26-1926	Box Shop 10
Earle Bradley	3-29-1926	Office 10
Walter Kozloski	3-31-1926	Maintenance 10
C. B. Miller	3- 1-1931	Flooring Sales 5
Thomas Benson	3- 2-1931	Roofing Sales 5
Louise Capone	3- 2-1931	Box Shop 5
Delia O'Donnell	3-28-1931	Box Shop 5
Margaret Wallace	3-30-1931	Box Shop 5
Astrid Anderson	3-30-1931	Box Shop 5

Chicago

Frank George	3-15-1921	Roofing Plant 15
Albert Bohnenberger	3-24-1921	Roofing Plant 15
Myrtle Brebach	3-11-1931	Office 5

Phillipsdale

Henry Phelps	3- 7-1909	27
Helge Holter	3- 4-1912	24

Canada

W. R. McNeil	3-23-1901	Montreal 35
T. Nesbett	3- 1-1911	Portneuf 25
A. McCulloch	3-10-1915	Hamilton 21
Alfred J. Picher	3- 2-1931	Portneuf 5
J. R. Deblois	3- 6-1931	Portneuf 5
R. J. Beebe	0- 6-1931	Portneuf 5

Plant Council Election

PETER J. McCALL, stock transfer man at No. 1 Box Shop, was elected a Plant Council representative at a recent election at No. 1 Box Shop. Mr. McCall replaces Charles S. Mutch, who is no longer eligible to serve as a representative, because of his recent appointment as a foreman. Congratulations to Mr. McCall.

Southern Hurricanes

!(Continued from Page 3)

Gatun of the Standard Fruit Line about the middle of October bound for Kingston, Jamaica and Honduras. On the way to Kingston they struck the first hurricane off the coast of San Salvador. This was a very severe storm which did great damage at Haiti. By the time they reached Kingston the storm had subsided, but as they left Kingston for Honduras the boat ran into a second hurricane much worse than the first. This was so severe that the ship could not dock until many hours later than the schedule. They started North again on a Monday, and that day and the next were the only pleasant days of the trip. By Thursday when they were just north of Florida, they ran into a third storm, which continued until the boat docked in New York on Saturday. This last storm was not a hurricane, but a heavy coastwise storm. It was not nearly as severe as the other two, but was the last straw, and made both girls declare emphatically that their vacation for 1936 would not be a sea voyage.

Florence Nagel, Credit Department, winner of the Mrs. Francis William Bird Tennis Trophy, presented for the first time in 1935 by Mrs. Bird.



Benefit Association Holds Annual Meeting

ONE hundred and sixty-six members of the Employees Mutual Benefit Association met in the East Walpole Brigade Room on the evening of January 14, 1936, electing Howard F. Everett of Roofing Plant President, and Kenneth Rouillard of the Main Mill Office Vice-President.

Mario Boragine of the Boiler Room, appointed to serve as Treasurer in 1935 after the death of Mr. Linnehan, was elected to the office of Treasurer, and Albert W. Smith, Treasurer of the Credit Union, was re-elected Secretary of the Association.

The Investigating Committee remains the same as last year, Edward Geraghty, Bethoe Chandler, Frank Whitehead, John J. White, and Lyman Small. Howard White, James Smith and Edward Hiller were elected the Nominating Committee for the coming year. It was necessary to ballot twice before there was a majority vote cast for Vice-President.

The report of the Secretary showed that a total of 230 members received benefit of one day or more in 1935. Eight members received full benefit, and eleven members died during the year. Membership increased to 2,067, 190 more than last year.

The Treasurer's report showed a total of \$52,033.32 spent for the three items of benefits, insurance premiums, and physician's fees. The largest item was insurance premiums, with more than \$26,000.00 paid. Next in line were the direct benefits, totalling \$14,467.10.

The report of the Financial Secretary, Mr. B. D. Rogers, indicated that the financial condition of the Association was very good. Mr. Rogers also complimented the various officers on their fine work during the year.

Insurance of Retired Workers

Mr. Joseph A. Sheehan, President for 1935, reported that the Executive Board recommended to the meeting that the insurance certificate issued to members retired from the employ of Bird & Son, inc. be increased from \$200 to \$250. It was voted unanimously to accept this recommendation.

It was reported that a new branch of the Association has recently been organized at the Berry Asphalt Company in Waterloo, and a large number of the workers there are planning to join immediately.

There was some discussion by the members regarding the possibility of changing the by-laws in order to simplify the election, and it was suggested that the Executive Board review this matter to see if it would not be possible to establish precincts throughout the Plant and carry on a general election, similar to a Plant Council election.

The meeting adjourned at 10:00 p. m.

A Tax Reduction Is a Real Raise in Pay

YOU CAN hardly realize how heavy your taxes are! Out of every \$49.00 earned last year in the United States, \$15.50 went for the cost of government!

If taxes were reduced, your present money would go further. Also your firm could increase its payrolls by adding new employees and raising the pay of all. You'd profit both ways!

Cut Out Government Wastes

Experts say that billions of dollars a year are thrown away by political-

wasters who collect and spend local, state and national taxes. These wastes could be eliminated without harming good government. And only *you* can oust the spendthrifts and put sane lawmakers in their places.

Make Them Prove It!

Make a resolution: "I will favor no candidate who cannot prove that he has used all his influence to reduce government expenditures."

Who Pays the Taxes?

A single loaf of *bread* has 53 *hidden* taxes! Except for taxes you'd get from 40% to 60% more *gasoline* for your money. You can take it as a general rule that out of each three dollars you spend, one dollar is spent for some government purpose. The average cost of government per family in the United States is now nearly \$50.00 per month.

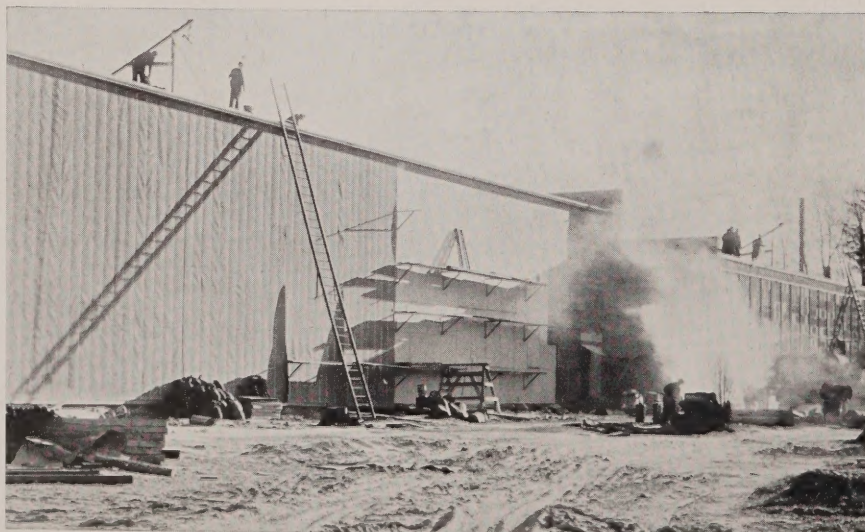
The last session of the National Congress spent over ten billions—which means an *average* of \$410.00 for every family of five people!

And *local* and *state* taxes are nearly *twice* as much as the high *national* taxes! Most of your taxes are hidden in the things you buy—in your rent, your food, clothing—everywhere. You could buy more of everything if your taxes were reduced.

Give your support only to clear-headed lawmakers. Oppose the political tax-wasters.

—National Association of Manufacturers.

Work is almost completed now on the new machine space at Floor Covering Printing Department. This picture was taken in December while the sidewalls and roof were still under construction.





A 3" steamline wrapped with Bird Paroid at the Clinchfield Coal Corporation of Dante, Virginia.

Bird Paroid
Protects Pipes

At the Clinchfield Coal Corporation, Dante, Virginia are 3000 feet of pipe lines wrapped with Bird Paroid Roofing material.

These lines were originally covered with Asbestos 4-ply Cellular Pipe Covering and then wrapped with Paroid in 1915. Some of the lines were recovered with Paroid about ten years ago and late in 1935 more of the lines were recovered. This is a fine example of the quality and service of Paroid Roofing, and reminds us of our own pipe line between East Walpole and the Norwood Plant, where Paroid Roofing has been in use continuously for over ten years.

This experience of the Clinchfield Coal Corporation has pleased their Chief Engineer, George T. Stevens, so much that he has written in especially to tell us about it. From our salesman we learn that a large number of their buildings and sheds are also covered with Bird Roofing material — some with American Double Twin Shingles, and many more with Paroid Roofing. We are glad to hear of this experience which confirms our belief that Bird quality does count and is appreciated.

The "games" that make money fast also
lose money fast.

The fellow who gets right up every time
he falls down, some of these days is going
to get up and stay up.

News From
Retired Workers

LETTERS have recently been received from Tom Maguire at Lakeland, Florida and from James C. Hadden at St. Petersburg, Fla. At the close of Mr. Maguire's letter he says "I hope you all have a good and prosperous year. Good luck and good health".

Mr. Hadden writes "It is wonderful to be connected with a Corporation which takes such an interest in the welfare of its employees. It shows what can be done with the cooperation of both employer and employee. I was very much impressed with the messages of the President and the Chairman of the Board in the Christmas Review. While 1935 has been a good year of business, I sincerely hope 1936 will bring more business, which I am sure it will. I am in St. Petersburg for my second Winter and enjoy it. It has been quite cold through December, and we have had more rain than we had last Winter at this date. However, we will get it warm enough later. I enjoy having the Neponset Review sent me so that I am able to keep in touch with what is going on at the factory. I am pleased to state that at my age I am enjoying good health. I wish you all a Happy and Prosperous New Year".

It surely is good to hear from these old friends and know that they are enjoying their years of retire-

ment, which they so richly deserve after their long service for the Company.

We hear frequently from many other retired workers, too—Miss Mary Friary, Miss Hattie Willis, Mrs. Florence Holmes, August Hilderbrandt, Michael J. Mohan, John M. (Professor) Smith, Martin Lambine, Dennis Lowney, Dennis Driscoll and John Hale. They all live at their homes in this community, and as we hear from them frequently we know they have not forgotten their old friends. Jack Hale stops in almost every day at the Brigade Room—and whether it is a cribbage game or an argument about base ball, Jack can still hold his own with the best of them.

Visits Norway

During the past two years Martin Lambine has taken two extensive trips, one to Norway and the other to California. He went to Norway in May 1934, landing in Oslo and visiting in various towns he used to know as a boy, particularly at his birthplace, Trondhjem. He says the country has changed completely since he left it as a boy, and there is hardly a place that he would recognize, because of the modern buildings that are now going up so rapidly. Mr. Lambine returned to this country in August, 1934 and in November, two days before Thanksgiving, he started for California to visit with relatives in Compton, which is not far from Long Beach. He stayed out there four months visiting all the well-known places in that vicinity, such as, Los Angeles, Hollywood, Pasadena and Long Beach.

Two other retired workers live out of town; Charles T. Derry is at 67 Central Street, Hyde Park, and Elmer Jordan is now living with relatives in Bradford, Mass. We hear from both of these men occasionally.

Words Of Wisdom

Success and Failure are relative terms, the effort is the thing.

Blessed be the man who invented optimism; but it should be used as a lubricant, not as a combustible. Its right place is on the gears, not in the cylinders.

Reflection on today is the best preparation for tomorrow.

Social Security

Benefits and Contributions

Editor's Note—At this date official regulations concerning the Federal Social Security Act and the Massachusetts Unemployment Compensation Act have not been issued, therefore many questions regarding these Acts cannot yet be answered officially. The interpretations given here, while not official, have been obtained from the best authorities available at this time.

UNDER laws passed by the Federal and State Governments this past year, all wage earners in Massachusetts (except certain classes of employees not found in our organization) will be required to pay a certain per cent of their wages to both Federal and State Governments beginning in the year 1937. The Federal tax for pensions and old age assistance starts at 1% in 1937 and continues at 1% until 1939. In 1940 it increases to 1½% and remains at that figure until the end of 1942; from 1943 to 1945 the tax is 2%; from 1946 through 1948 2½%; and beginning in 1949 it reaches 3% and stays at that figure thereafter. This tax is levied on all earnings of less than \$3,000. per year, and is used to support a plan for Federal Old Age Pensions or Annuities.

For the support of an Unemployment Insurance Plan in the State of Massachusetts, each worker earning less than \$2500. a year and working in an establishment employing eight or more persons will be required to contribute 1% of his yearly earnings in 1937, and approximately 1½% every year thereafter, as will be explained later. Thus by 1949 all workers in Massachusetts earning less than \$2500 will be contributing approximately 4½% of their annual earnings toward these plans.

Our company must make its contribution, too. The payment to the State fund for Unemployment Insurance applies to wages and salaries of less than \$2500 per year, and starts this year, 1936 at 1%; increases in 1937 to 2%; and in 1938 to 3%. In addition, beginning in 1937 our company must pay 1% to the Federal Government as a tax for Old Age Retirement Benefit or Pension. This 1% tax is on all individual earnings up to \$3,000 per year, and as in the case of the employees' contribution it increases to

1½% in 1940; to 2% in 1943; to 2½% in 1946 and finally to 3% in 1949. Thus by 1949 Bird & Son will be paying approximately 6% per year to the Government on the earnings of everybody up to \$2500 per year. All employee contributions are to be deducted by the company and sent directly to the State or Federal Governments, as the case may be.

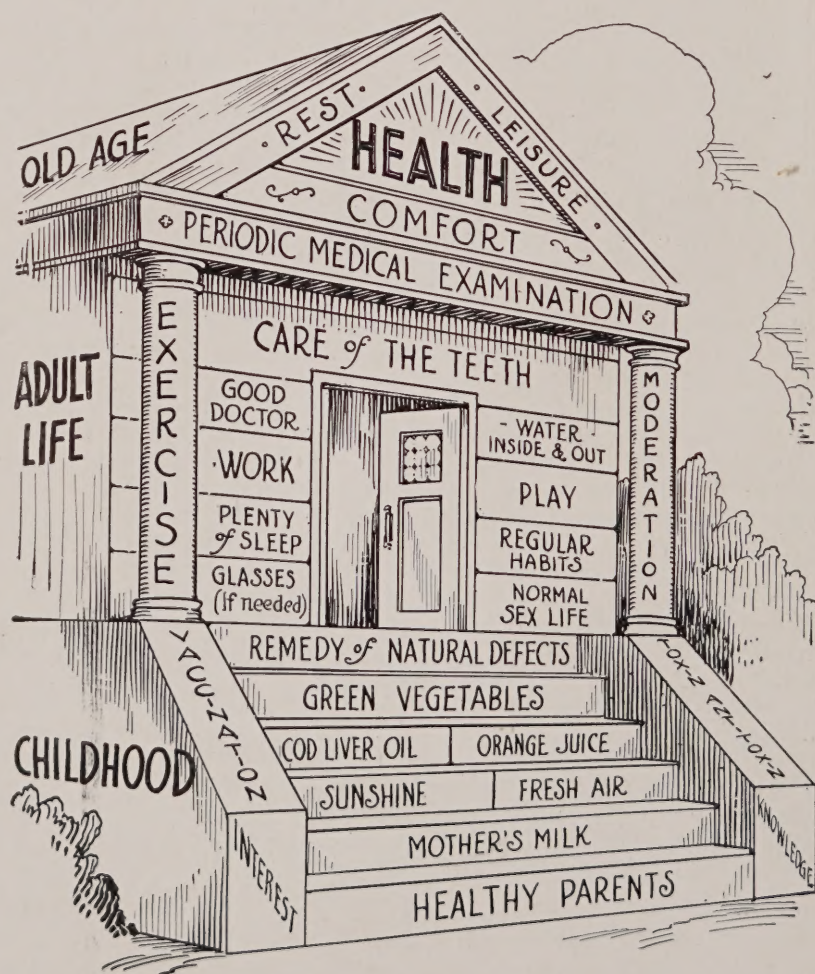
In the case of contributions to the State Unemployment Fund, there is a regulation that certain employers may be given a merit rating after 1941 provided their employment record has been sufficiently good. This merit rating would mean that their contribution would be fixed at less than 3%, and as the employee contribution is to be 1/2 of the amount contributed by his employer

for him, this would automatically reduce the amount of the employees' contribution.

Benefits Under the State Unemployment Fund

To administer the State Plan, the Legislature has appointed three men who will be known as the Unemployment Compensation Commission. Under their guidance all the necessary machinery will be set up to carry the Plan into action. No benefits become payable until the year 1938, and at the present time no definite plan for making payment has been established. However, the Law provides that local employment offices shall be established in each community. To collect benefits, each

(Continued on Page 17)



The HOUSE of LIFE

One Lost-Time Accident

ON the second working day of the year, we had our first lost-time accident. John Ventresco, helper on the roofing machine, was taking a dipper of hot coating from the overlay tank. The dipper caught under the edge of the cover, causing the asphalt to splash out onto his face. He received second- and third-degree burns on his face and, of course, is still out of work as a result.

Although we regret even this one accident, we can be very thankful over our improvement as compared with the first month of 1935. In January last year we suffered eight lost-time accidents. We all realize now the seriousness of allowing ourselves to become careless workmen. We paid a big price for carelessness in 1935 with a total of forty-six men losing time because of accidents. With the exception of Phillipsdale, every Plant in the organization sustained at least one lost-time accident last year. We have all had a chance to see the hardship and suffering that can come from only a moment of thoughtlessness.

The record for this month shows that we have apparently turned over a new leaf in the book of Safety, and are out to make 1936 the safest year on record. It can be done, so—let's do it.

Watch These Products

AT the beginning of the new year two new products and several changes in standard products were announced.

To our line of Insulating Sheathing Papers has been added Bird Insulating Blanket, a thick felt thoroughly waterproofed with a heavy coating of asphalt on one side and surfaced with mica. It is recommended for use as a sheathing under Sidings on new homes, acting not only as an insulator and a waterproofed sheathing, but serving as well as a cushion to the Siding, making a tight sidewall through which air cannot penetrate. It is also fine for use between floors, in walls, around windows and doors, and in attics, affording insulation against heat, cold, noise and moisture.

Weathertex Thick Butt Shingles, made with the same distinctive graining as the popular Weathertex

Siding, are now on the market ready for the Spring trade. These shingles combine beauty, massiveness and distinctiveness. The accentuation of colors made possible through the surface graining has never before been built into a shingle, and this, combined with the tried and tested Thick Butt feature, makes the new shingle a beautiful and lasting product well worthy of the name "Bird". Weathertex Thick Butt Shingles are now made in three popular colors—Green, Dura Green and Slate Blende. Watch for this shingle on modern homes this Spring.

New Color

To the original colors of Shale Gray and Falcon Brown in Weathertex Siding there has now been added a third color, Dura Green. The popularity with which the original colors have met has justified this addition of a third color, and the Sales Department is very optimistic about large sales of this product in 1936.

Rubberlike Matting, which we have sold successfully for two years, is never more popular than at this time of year with its hundreds of uses to protect floors, lobbies, and store entrances against snow, slush and mud. To satisfy the demand for this material in a narrower width, we are now making it in the 27" width as well as the 36" width. This new width was brought into the line about the first of the year, and will undoubtedly be a great help in stimulating sales of Rubberlike—both during the Winter months and later on when there is an increased demand for it in such places as locker rooms, shower rooms, and bath houses.

Men's Bowling Team

No. 1 Box Shop is carrying off the bowling honors for the Men's League this Season. "Bullet" White leads the high individual averages with 108.1. John Dixon of the Combiner Room holds the high individual three-string total of 356, and the high individual single-string record of 138.

The team from the Combiner Room is leading in its own league, and also holds the high team three-string record of 1515. The high team



Howard "Bullet" White, foreman at No. 1 Box Shop, and bowler with the highest average for the Season.

single-string record is held by the Shoe Carton Department of No. 2 Box Shop. Their record is 524.

The team averages and the ten highest bowlers for the Season as of January 21st are printed below—

Team Standing

AMERICAN LEAGUE

Team	Won	Lost	Average
Combiners	26	2	.929
Roofing Samples	14	6	.700
Granule Plant	16	12	.571
Cost Accounting	8	8	.500
Roofing Machine Shop	12	12	.500
Maintenance	8	12	.400
Flooring Sales	5	15	.250
No. 2 Box Shop	6	18	.250

NATIONAL LEAGUE

Team	Won	Lost	Average
Shoe Carton	21	3	.875
No. 1 Box Shop	18	6	.750
Boiler Room	9	7	.563
Print Machine	11	13	.458
Flooring	14	18	.438
Paper Machine	9	15	.375
Flooring Shipping	9	19	.321
Flooring Machine Shop	6	26	.188

Ten highest individual averages—

Name	Department	Average
Howard White	No. 1 Box Shop	108.1
John Dixon	Combiners	102.17
Sam DeFalamines	Roofing Samples	102.4
James Mack	Flooring Sales	102.3
Edward Costello	No. 1 Box Shop	100.7
Earl Higgins	Print Machine	99.6
Tony Richardi	Granule Plant	99.4
Andrew Farrar	Shoe Carton	99.3
Charles Malouf	Granule Plant	97.17
Charles Knaus	Combiners	97.3

"Waiter."

"Yes, sir."

"Have you ever been to the zoo?"

"No, sir."

"Well, you'd sure get a kick out of watching the turtles zip by."—Ohio State Sun Dial.

BIRD'S NEPONSET REVIEW

Vol. XXIV February, 1936 No. 1

Published by the Employees of Bird & Son, inc.
In the Interests of the Company and Its
Workers

For the Promotion of
Good Service Good Business
Good Will

Mills: East Walpole and Norwood, Mass.
Phillipsdale, R. I.; Chicago, Ill.

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Editor Circulation Manager
E. M. Grout A. S. Blaney

Printing Foreman, F. R. Meyer

Nothing worth while was ever accomplished that did not at first seem impossible.

"Butter Fingers"

WHEN an infelder can't hang onto the ball in baseball, when a guard can't keep a basketball under control, or when an end in football lets the pigskin slip through his fingers—it is a case of "butter fingers". "Butter fingers" are not confined to sports; there are plenty of cases in our manufacturing plants. Some men are naturally clumsy, others careless, still others ignorant of proper procedure. They let things slip through their fingers with much loss of material, time or toes.

We want no butter-fingered employees at Bird & Son. If you are a new worker, get the proper instructions from your foreman before starting the job. Learn how to handle the materials and tools safely and efficiently. If you are an older employee, then check up on yourself and frankly ask the question, "Have I a case of 'butter fingers'?"

In most cases "butter fingeritis" is curable. Watch yourself and stop the careless habit before it has a chance to start.

Don't Buck The Drifts

TAKE it easy when you have to tramp even for a short way through deep snow. The exertion puts a severe strain on the heart. The great danger lies in the fact that when one

is caught among the drifts, he is in a hurry to get out. Automatically he steps high, and even springs over obstacles, rejoicing perhaps that he is still as spry as the best of the younger set. But let him look out. Something may snap. Mark the tale of death that goes with every storm story.

Fucking the drifts is great sport for young fellows in their twenties and perhaps a little later. For those who have passed life's prime it may still seem to be sport; but the doctors say that it is attended with grave risk of a kind different from the spice of danger that adds zest to mountain climbing, ocean flying or even glorious war. There is no thrill in dropping dead on a snow bank. No man would be such a fool as deliberately to put his heart to a test to ascertain the extreme limit of its endurance. Yet that is what many elderly youngsters unconsciously do when they start frisking in the snow.

—The Boston Herald.

More Congratulations

BELOW is a copy of a letter from the President of the East Providence Safety Council to our Phillipsdale employees, congratulating them on their recent award from the National Safety Council. We are mighty proud of this letter and of the record made by our Phillipsdale workers. It is with real pleasure that we publish this letter here.

EAST PROVIDENCE SAFETY COUNCIL
East Providence, Rhode Island

December 19, 1935.

Employees of Bird and Son, Inc.
Phillipsdale, R. I.
Gentlemen:

Your recent award from the National Safety Council is in recognition of a real achievement. Such a record for no "lost time" accidents has only been made by real effort on the part of every member of your organization.

Your record has brought distinction to yourselves and is one of which to be justly proud.

The East Providence Safety Council wishes to extend to you its sincere congratulations and hopes that by a continuance of your already proven safety methods you will accomplish greater achievements.

Very truly yours,

J. Wesley Tingley (signed)
President.

A Worthy Cause

THE following resolution was unanimously adopted by the Executive Committee of the National Safety Council on November 18, 1935. It is a worthy effort to bring about immediate and drastic reductions of motor vehicle accidents throughout the country. It should have the full support of every person who drives a car. We as a Corporation endorse these statements 100%, and ask that every worker and his family join in this nation-wide program to stop the killing and injuring of thousands through motor vehicle accidents.

Resolution

Whereas, the untimely deaths of 36,000 of our people by motor vehicle accidents last year and the injury of a million and a quarter others—of whom 150,000 will be crippled for the rest of their days—presents a most serious challenge to all who believe in a well-ordered society and the sanctity of human life; and

Whereas, these human losses are accompanied by a staggering economic waste of at least a billion and a half dollars annually; and

Whereas, remarkable reductions and low death rates already achieved in certain states, cities and other population units, show that these unnecessary and costly tragedies can be not only controlled, but actually reduced, by known methods proved by experience;

Therefore Be It Resolved, that the National Safety Council does solemnly urge upon all our people, through their state and local governments and organizations—and as individuals—to reduce motor vehicle deaths and casualties by at least 35 per cent by the end of the year 1940, in each state, county and city; and

Be It Further Resolved, that the Council does hereby pledge its own whole-hearted assistance and the active and earnest efforts of its thousands of members everywhere, and cordially invites the cooperation of all other organizations and agencies interested in safety on our streets and highways, to the end that during this five-year program at least 38,000 lives shall be saved and the killing and maiming of

little children and all our people shall cease upon our highways.

NATIONAL SAFETY COUNCIL

By C. H. Watson
President

By W. W. Jameson
Managing Director

Unanimously passed by the Executive Committee of the National Safety Council at its regular meeting, Chicago, Illinois, November 18, 1935.

Finance Corporation

NOTES totaling more than \$1,200,000. and representing 3,469 separate contracts have now been written by the Bird Finance Corporation since it was organized about the first of last year. There can no longer be any doubt about this Plan's being very effective in helping both our dealers and ourselves secure more business.

In a recent statement Mr. Eli Chamberlain, Sales Manager of the Roofing Division, said, "We find that many of our dealers have increased their business through our Finance Plan during the past year. It enables them not only to meet competition in our line, but also to meet the competition in all merchandise sold on the budget plan. It is evident that those dealers who have found the Plan of the greatest value are those who use it as a means of selling home repair and remodeling jobs. Experience this year has shown us that the business is there, if the dealers go after it and sell the Finance Plan. The Plan is definitely a success, and has undoubtedly been very valuable in helping us maintain our volume of business".

Honesty in Business

IN 1927 one of our accounts with whom we had done business for several years found it necessary to liquidate. The concern was a Corporation and the man at the head of it came to our Credit Department, explaining he could not afford to stay on the job and personally supervise this liquidation, for to do so would consume nearly all of the money which he hoped to be able to collect.

He was advised to pay off his small local bills in full and to secure notes as quickly as possible from all of the people owing him for work done and get the consent of his five major creditors with claims totaling \$1522 to his endorsing all such notes as he was able to secure, over to Bird & Son for collection with the understanding that creditors would take no legal action whatsoever against him and that a pro rata distribution would be made by Bird & Son as quickly as possible and that there would be no cost to the creditors for this work on the part of Bird & Son.

Shortly after that he secured the consent of his major creditors to this arrangement and turned over many notes to us totaling \$456, out of which we succeeded in collecting eventually \$454. Checks were sent to the creditors representing a dividend of 29-8/10%, which was very satisfactory to everyone concerned, and only possible because of the fact that we were able to collect practically one hundred cents on the dollar on these notes.

Seven Years Later

From that time, December, 1928 until August, 1933 our Credit Department kept in touch with the former Corporation manager, maintaining a friendly feeling with the hope that he would be able to make partial payments on his account with us, covering shipments made to him in 1927. He always replied promptly, but being the victim of misfortune, was never able to make the payments, although he earnestly assured us of his intention to do so when able. In August, 1933, a letter to him from us was returned "Address Unknown", and following that we heard nothing more from him until July 23, 1935 when the following letter was received:

"Bird & Son, inc.
East Walpole, Mass.

Gentlemen:

Inclosed is my check in full settlement of the account of the.....Corporation of....., which was closed in 1927. The account is so old that you have probably crossed it off your books, and the odd cents amount escapes me.

I realize that while there was no legal obligation on my part



Not Santa Claus, but an 82-year old hermit who lives in the Pines of Michigan and trains wild animals. Julie Ann Hall is shown with "Spikehorn", feeding one of his tame bears. Julie is the daughter of Glenn Hall of our Chicago office.

to pay it, yet I felt that I personally should, because of our cordial business relations, the square manner of your dealing, and because I felt it was the decent thing to do.

Needless to say, I enjoyed doing business with you."

In these days when so much is heard about dishonesty in business, it is a pleasure to receive such a letter as this which makes us know that old-fashioned business principles still exist, and that the friendly, co-operative attitude which we try to show our dealers does bear fruit.

For Sale

House at No. 224 Plimpton Street, Walpole, Mass. All modern improvements including oil burner, two-car garage and 3/4 acres of land. House is conveniently situated to Norwood-Walpole Bus line, New England Bus line to Boston and Providence and also short distance from Plimptonville railroad station. Bargain for quick sale and I will also take back a second mortgage. For more information Telephone Walpole 608. Reason for selling is that I must move my family to New York State to take up other duties for Bird & Son, inc.—S. C. Traudt, Jr.



Twittering Timmy twitters titteringly that the reason for the congenial atmosphere in the Hospital is because somebody had enough foresight to put the Glad Hand in C-Hand-ler.

Notes From Plants and Offices

Main Office and Sales

*Alice Clem
Eleanor Badger
Sabina Costello
Leo Salonen*

*Margaret Crane
Dorothy McEleney
Helen Curran
Sophie Eppich*

Bob Nagel, who has worked here for two summers and is now a student at Yale, stopped in to visit us during his Christmas holidays. Bob is playing right-wing on the Yale Varsity Hockey Team.

One Saturday evening Mr. and Mrs. Charles Sumner were invited out for the evening, but they had to refuse as they now have a new member in the family—an Irish setter pup.

The girls from the office tendered Mrs. William Hayes (Gladys Duncan) a miscellaneous shower at her home January 22nd. The girls spent a very enjoyable evening and Mrs. Hayes received many beautiful gifts.

Bertha Bradley can "take it". She walked five miles the day of the storm.

We welcome Mary Patton in the Statistical Department and George Burhoe into the Accounting Department. Mary is a new worker in the organization and George was transferred from the messenger service.

Joe Erker and Warren Anderson, the recipients from unknown sources of beautifully decorated fishing certificates attesting to their skill and whatnot in landing the big ones, are anxious to locate and thank the donor for his thoughtfulness. Anybody who can enlighten Joe and Warren on the subject is requested to get in touch with our friends immediately.

The stenographers wonder if Bob Mercer's records are really as "rush" as he would have them think.

Mary Stone is driving around in a nice new Plymouth Coupe. Some style, Mary.

Several large boxes of holly and mistletoe were brought into the office the day before Christmas with the compliments of Berry Asphalt Company. Earl (Clark Gable) Bradley was the first to remember the meaning of mistletoe and the office was in quite a state of disorder for a short while as he tried to convey the idea to girls in the Statistical Department.

We also hear rumors of considerable excitement over mistletoe at the Stores Department and even the Hospital has stories to tell!

Ollie Tetrault has no tonsils now. It all happened December 28.

On Friday, January 10, the girls from the Sales departments held a party at the Bradford. Fortunately the office has not lost any girls as a result, although several of them were offered contracts by several producers present, who were swept away by their charm.

The stenographers had a very successful Christmas Dinner party at Steuben's Vienna Room on the Thursday night before Christmas. Joke gifts were distributed, attended with much laughter. After dinner the stenographers went to various theaters of their own choice. All in all, a very fine time was had.

Floyd Robbins' new home in Wellesley has been completed and he and Mrs. Robbins moved in during the second week in January.

There is a persistent rumor to the effect that a couple of well-known Swedes got a terrific beating at bridge from a couple of well-known Dutchmen.

A Chevrolet Coach from Needham was almost demolished recently when a horse hit it in South Norwood. You certainly had a narrow escape, Addie.

Charles Harrington of the restaurant in the square was heard recently to complain about business. He said that he had not sold a dozen pieces of pie since Bob Rodd stopped working nights.

Bennie Beale was seen taking in the wash one bright morning. Wonder if he is in the business?

Paper Mills

*John E. Curran
Herbert Badger
Herman Nordstrom
Fred Jonah
Mario Boragine*

*Frank Murphy
Edward Geraghty
Charles Rafuse
Sophie Novick
Mary Driscoll*

Congratulations to Mrs. Paquette, the former Marie Dornig who worked in the Finishing Mill, on the birth of another son.

If you don't think the recent storm cost a lot of money, ask Peter Glebus. Peter got lost

in Boston the night of the storm and it cost him \$12.00 to be shown how to get home.

On January 9 the girls from the Finishing Mill decided to spend some of their bonus money enjoying supper at Steuben's and then going to the Follies.

By the time this *Review* comes out Fred Bortolotti will be a married man once again.

Have you seen Peter Folan's white crow?

Tony Feeney and John Poulousky went to New Hampshire on a snow train and reported a wonderful time.

We hear Babe Connolly enjoys riding on the Grove St. bus around 4:30 A. M. How about it?

Phillipsdale, R. I., Mill

*Rexford H. Salisbury
David S. Lowry*

*John H. Nolan
Leslie E. Howard*

Seventeen men from Phillipsdale are taking a First Aid Course in East Providence with one of the firemen as an instructor.

Alex Homenick has been showing some of the boys how it feels to be on a flying trapeze.

Rex Salisbury, one of our big time bowlers, recently fell asleep or something while he was bowling and dropped a ball on his foot and as a result limped around a day or so.

There is a rumor that Sam Mineati and Jack Smith (Shipping crooners) got the bell at an amateur contest held recently.

Jack Smith won first prize at a dance last week.

Les Howard has been elected secretary of the Tournament Committee of the R. I. State Firemen's League.

Albert Dyson bought a new house in West Barrington and moved in last Saturday.

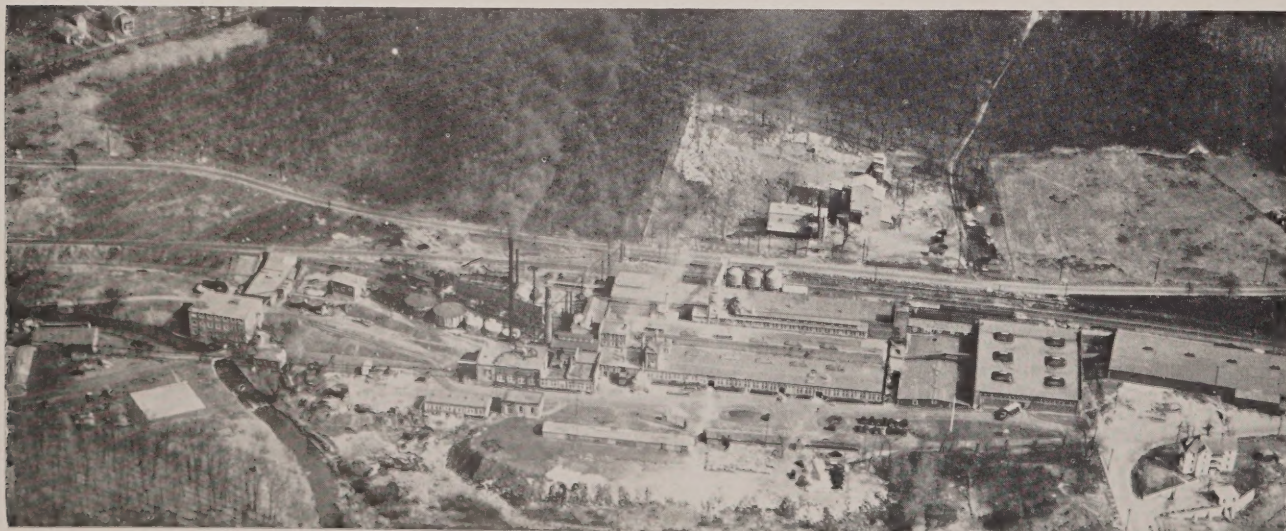
We are glad to hear that Rex Salisbury, Jr., and Henry Phelps are both coming along fine and will probably be in to work by the time this is printed.

George Hawley has blown himself to a new Oldsmobile.

Joe Brago, having got tired of walking to work, has bought a new-to-him Chevrolet.

Joe Moura tried once more to run his car without gasoline and once again found out it didn't work.

An excellent airplane picture of Roofing Plant, showing the new Granule Division in the background. Courtesy of Roland H. Baker.



We are glad to hear that Hjalmar Hysrke's wife, who recently had an operation, is coming along all right.

Frank Reed celebrated New Year's Day by coming in to work bright and early in the morning. Guess he hasn't got used to the New Deal yet.

We had a rather exceptional time at our fire meeting on the evening of January 7 when, instead of the regular fire drill, a general fire meeting was held in the Brigade Room at 8 o'clock. There were talks by Chief Henderson, Chief Griswold of the East Providence Fire Department, Inspector Fisher from East Walpole, and Mr. C. B. Langdon, an engineer from the Factory Insurance Association of Hartford. Between the talks three reels of motion pictures were shown and refreshments were served at the end of the meeting.

Not only was the meeting enjoyed very much by all those attending but we think it had quite an educational value as well.

We understand that Oscar Bolin, for some reason or other, took offense at the looking glass in the boiler room when he saw a fly or something walking across it. The result was a broken glass and a sore hand. The hand is all right now and Mr. Hyde has donated a new glass so everybody is happy.

Ray Martin spent a few hours as the guest of the State Police in Hope Valley when he had difficulty in proving that he had a right to drive a car. The next time he will take his license with him.

Box Factories

No. 1 Box Shop

John P. Walsh
Amelia Galganskas

Earl Boyden

John Phelan
Sadie Rafuse

We welcome William Lapon and Leo Ciancarelli to the Combiner Room.

We are glad to see Domenica Lipinsky back to work after her illness.

Red Curran actually lost his voice the other day. This is one for Ripley!

Our versatile John Dixon is again making the headlines in sports. He is at present starring at basketball. He is also the leading bowler on the Combiner team.

Eileen Connolly of the Corrugated Department is sporting a diamond. Congratulations!

We were glad to see Frances Santoro, now Mrs. Maddocks, who paid us a short visit recently.

Congratulations are in order for Tony Sansone who joined the ranks of the benedicts last month. Best of luck, Tony.

We wish Virginia McKee great success in her future career as a nurse.

The girls in the Corrugated Department had a very pleasant Christmas party at the Box Shop. After a chicken dinner and all the fixins, the gifts were given out by Alice Connolly, who acted as Santa Claus.

We extend to Peter McCall our congratulations. He was the selection for our new Council member.

Frank Welch is seen attending a lot of Beano parties lately. How's your luck, Frank?

"That could have happened to anybody," we assured Pauline Kasvilinos. It was just one slide from the railroad tracks, then up again, (the only thing missing being the seat of her unionalls), a dash for the nearest car, a girl friend's kindly offer of her nice long coat and at one o'clock Polly all dressed up in a new pair of unionalls was all ready to go to work and nobody knew the difference. "But

what I want to know," asked Pauline, is: "Were there very many men sitting near the tracks during that particular noon hour?"

No. 2 Box Shop

Mary Bellew
Josephine Rose
Edward Bothwell

Frank Eisenbauer

Alice Brady
Alma Walsh
Rose Ruggiero

We are happy to have Helen Thompson back after an operation for appendicitis.

Congratulations to Helen O'Malley. Tell us the big day so we can save our pennies.

Elsie Markewicz is going to take the fatal plunge into matrimonial life. Stanley Phillips is the lucky fellow.

We are sorry to hear of the death of Leslie Hall's mother.

Frank Meyer has set the pace for the Printing Department this year. He started off with a new Chrysler Sedan and followed that up later with a new pair of glasses. We hope that the car doesn't give him as much trouble as the glasses have!

Lester Lynch has a new to him 1935 Ford V8 and he says they are fast. He should know as he has stopped recently for going 83 miles per. He said that he could have done more but that he had to slow up at an intersection.

Frank Eisenbauer doesn't seem to agree with Lynch's idea that a Ford can go fast and still hang together as he says that his having no trouble at all falling apart at a slow speed. To prove his statement he has jumped out of the Ford class to the Chevy class. Soon he will be able to say that he has tried them all.

We are very sorry to hear that Allen McIlree is laid up at home. We hope to see him back with us soon.

We welcome Ben Whittier back after five weeks out with an infected arm. You surely were missed, Ben.

The girls of the Flower Pot Department enjoyed a Christmas dinner with all the fixins. Gifts were exchanged and also a grab bag was enjoyed and furnished many a good laugh.

The weekly string in bowling was recently won by Ann Sword and Helen O'Malley. Keep up the good work.

Frank LaCivita has disposed of his Ford V-8 for a nice new Chevy.

Roger Carlson is a pretty good bowler. He received a prize for low score in Brockton.

Paul Hunt had a week's vacation at Christmas to look for Santa Claus.

The members of the Printing Department received a nice little letter from one of their sick members, "Tommy" Hazlett thanking them for their Christmas remembrance. We were very glad to hear from him and now we are glad to see him back.

We hope Charlie Logue will soon be well enough to return to work.

Olga Eysie enjoyed a week-end in Pittsfield while attending a convention there.

Watch your step, for Frank Eisenbauer will not miss a thing now, with his new "specs".

Roofing Mills and Offices

William Bothwell
Stanley Phillips

Edward Hiller

John White
Charles Norton

We welcome back Stanley Phillips after a long siege of typhoid fever. His illness must



Two of our Roofing plant's noted athletes — Ernest Zinkowsky and George Abbott.

have weakened his mind a bit for we understand he is now in matrimony's grip!

Roy Packard traded his Graham Paige for a Chrysler.

Our new surfacing section on No. 7 machine is now fully installed under the expert direction of John Timmins.

Emil Anderson is sporting a new Plymouth car.

George Lane kindly donated his bonus to a pickpocket in Boston on New Year's eve. Better sew up those pockets, George!

Our hockey stars beat the Flooring team recently and are looking for more teams to conquer. For whirlwind action you should really see those boys in action! Come down the "river" some Saturday and see Michael Baranowski, Roy Walton, Frank Troiano, Ted Knaus, Roy Smith, Maurice Kimball, Chet Gibadlo, Sulo Sointu, Arthur Lavender, and Don Frazier perform their stuff.

A group of the boys from the machines are all pepped up over the snow train ride they are taking.

All our sympathy is with Roy Walton in the loss of his father in a serious accident.

Many people have asked about the gentle, kneeling method which Win Schaier has of throwing the old ball down the alley. Bowlers have become so enthusiastic about it that it became necessary to give it a name—"The Deacon's Kneel Ball."

Our sick and accident list is still very large, Henry Grover, Joe Quinn, Joe Ventresco, John Peza and Louis Macchi all being out.

Frank Flemming has a Franklin now in place of the Dodge.

Arthur McKenna is substituting for Joseph Quinn at the storeroom while Joe is recovering from pneumonia.

Ted Knaus took a late season vacation to go hunting up in New Hampshire. His many friends awaited with great anticipation to hear the results of his hunting exploits. When Ted the conquering hero at last returned, he startled everyone with a small rabbit which he shot, and a cruel looking mustache which he cultivated.

Did you hear that Willard Jonah had "gone Eskimo"? Yes sir, he built an honest-to-goodness igloo in his back yard, and it's a good job too. We hear that he is thinking of getting a dog and using the igloo for its kennel, if this cold weather continues.

Chicago Mill and Office

Ray Wolf
R. Koerbel Smith

Gladys Davis
T. E. Oakes

It seems the Chicago office has had a deluge of changes. They began when Marjorie McNay announced that she was leaving to be married. The girls began scurrying around planning a luncheon and to select a gift which they thought she would like. The day Marjorie left, she was presented a Toastmaster Hostess Tray and stand by her associates. She seemed quite pleased, even though we did all threaten to come to her home to demand toast made on it.

On the Saturday following, a luncheon was given in Diana Court of the Vassar House in her honor. The luncheon, fried chicken and all its trimmings, was quite enjoyable, and the corsage of gardenias, which the girls gave Marjorie, added to the air of festivity which prevailed. Marjorie is planning a honeymoon in Florida.

During all this excitement came the biggest news of all—the announcement that Mr. Hanna was being transferred to East Walpole, where he is being promoted to Assistant Credit Manager of Bird & Son, inc.

Everyone at Chicago was very happy about his promotion, but were sad at the thought of losing him. A luncheon was also given for him at the Bird Restaurant at which time Harold Altman, who is taking Mr. Hanna's place at Chicago, made a speech, presenting Mr. Hanna with a parting gift of nine golf clubs and a bag.

Mr. Hanna very graciously accepted the gift, and we are not quite sure, but we believe he said he would now challenge *anyone* to a game of golf.

Everyone unites in expressing best wishes for the success of Mr. Hanna, Mr. Altman, and Mr. Soward in their new undertakings.

We have heard it hinted around that it is Emmett Oakes' desire to become a street-sweeper. Why? Because he said he likes to sweep women off their feet.

During the month of December, the sounds that came from the Conference Room at noon-time were very fendish. Among them were "Give me her arm"—"The leg is coming off"—"The arms are upside down"—"This eye isn't so hot". But after all, it was all good clean sport. The girls were making rag-dolls to be raffled for the purpose of raising funds to be donated to the needy at Christmas.

It seems Virginia O'Brien can't be trusted—at least with anything as valuable as a rabbit's foot. She is quite a "Blackhawk" fan, and was given a left hind foot of a rabbit for safe-keeping and to hold during the game. Some time after, a man down in front stood up and wanted to know who had lost a rabbit's foot. Tsk, Tsk! such carelessness, Virge.

Bob Rush has been complaining recently of someone cutting in on his well organized sandwich racket. Whoever it is, remember Bob carries a large hammer.

Louis Lance has purchased a new headgear in the form of a cap. It even boasts of ear muffs.

With the coming of new material on the ping pong table there is quite a lot of agitation, because some of the old timers can't get near the field of battle long enough to play one game. Van Brussell is showing great form.

The sorting department, or should we say the "puzzle corner" has a new saying for most replies in the form of "pull the rip-cord". In case of doubt the expression carries a lot of weight.

Joe Voltmer is back again in the mill after an absence of seven months. For the benefit of those who don't remember him, he is the person that carries a cold draft about his body.

John Matcha purchased a new stream lined muffler for the old "gas buggy" of his.

Perhaps the completion of the new laboratory will put more of a smile on Eric Gach's face, or must he be victorious in more than one game out of five with Gusick to bring out that smile?

"Round and round" seems to have affected Dave Calhoun quite a lot.

Shorty George is on a diet.

Jack Clifford is back with us again after a short illness.

Is there a man in the mill with his bonus check still not cashed?

240 squares of American Hex shingles per hour, for eight hours, passing through the machine means about 15 miles of roofing going through the machine in that time!

Frankie George has tied more bundles of shingles than any man in the world. Where is Ripley?

Rudolph, while building a fire under a kettle, remarked, "She sure is hot now, look at the fire coming out of the steeple!" (He meant the smokestack.)

Mrs. Kennedy has a new name—"H'ya Toots". As explained to her, it is because she has femininity, or sump'in.

Marshall Meyer spent three days at home, being sick the week of January 1st. His return was further delayed by the death of his sister-in-law. We all extend our sympathy.

Al Bohnenberger had a beautiful Christmas display in front of his home. Those who were not fortunate enough to see it, missed a lot.

Lou Lance and his father recently made a trip to Pittsburgh. They report heavy snows and colder weather.

Mr. Young left on a two to three weeks' trip recently.

Mr. Wilson visited with Mr. W. F. W. Stafford at Englewood, Colo., a suburb of Denver, Sunday. Mr. Stafford lives with a daughter and has a chicken farm. His view of the Rockies is wonderful. He is in good health, brown as a berry and apparently very happy. He sends his best regards to everyone.

Flooring Mill and Offices

John S. Smith
Tom Rogers
Angelo Macchi

Charles Hooper
Thomas Paquette
Laurence Gammell

William Pratt is now working in the Paint room.

Tad Maguire is getting down to figures. His V-8 does about 20.17961 miles per gallon!

Two rabid rooters for the Bruins are Robert Wilson and Wilho Waukonen. They haven't missed a game yet.

Allan "Fritz Kreisler" Hill issues a statement that he can stay with the best of them when it comes to tap dancing. Allan is also an accomplished fiddler—see the Norwood Record for reference.

Arthur Cripps, reporter for the *Review* for three long years, has "retired", and the two "S" men, Scoop Macchi and Snoop Clem have taken over the *Review* reporting duties, with such vigor as has seldom been seen in these parts.

Lester Evans and Lillian Jaeger announced their engagement November 2, 1935 and were married December 11th in Lawrence, Mass. After spending their honeymoon in New York they are now living in Dedham.

Eddie Phillips of the lab is in the market for

a new car. Anyone having a car for sale should see Phillips and he will gladly pay \$7 for it.

John Eppich is now driving another V-8. Guess they don't last longer than a year. How about it?

Ed Daley was laid up with the grippe for ten days but everything is under control now.

We hear that Charlie Meserve has hunting grounds in Wellesley, and the boys are wondering if he has caught any "deers" yet?

Anyone wishing to double his money should see Professor Hugh Rogers on "How to Play the Horses in Three Easy Lessons."

A challenge to the Roofing Plant's best dressed man is Stuart Halladay of the Art Department. He wears a brown necktie, blue shirt, brown coat, gray pants, brown shoes and oh! those striped stockings!

Rafuse seems to be getting fickle. He is now courting up in Franklin.

Joe LeBlanc is living next to Frank Clem. Watch the publicity now, Joe!

"Count" Natale Cordo, baritone and also inventor, is doing his part to aid Mussolini by trying to invent a paper umbrella for Il Duce's army. We also would like to know his formula for a certain delightful beverage which "makes the ears tingle, and a lion out of an ordinary man." Perhaps a little of this, furnished to the Italian army would make short work of the war.

Al. Winslow celebrated his "paper" anniversary New Year's Eve.

Basil McAusland and the boys of the shipping department thank the girl from Rhode Island for the passes to the races at Narragansett.

Here's that Clem name again. This is the first year in 15 that Frank bought a Christmas present! He must be slipping.

"Strangler" McAusland and "Tiger" Jenkins of the Flooring plant, in training for a bout at the Boston Garden (?)



Wilho Waukonen is said to be about to crash into society's "400." He is known to be rushing one of Milton's "debs" whom he met at a roller skating party.

Anyone wishing to see the latest in men's facial wear should see William "Beau Brummel" Cherry's latest moustache, or what is it?

The boys in the shipping department are taking up wrestling in a big way. Strangler MacAusland and Tiger Jenkins may be seen in action quite often.

The fellows in the Art Department will give credit to anyone who can keep Melvin Chevers from going up in the air.

"Red" Coyne is now a progressive Ping Ponger.

Chicago Office

Ida Mitchell Lillian Moe

Laurie Wright paid the Chicago office several much too brief visits within the last few months. Mr. Wright was largely responsible for planning our attractive display and office and it is too bad he cannot be here to receive the many compliments voiced by dealers who visit our display.

Have you heard that our men living in LaGrange have gone "doggy"? It is a feeble pun, but we couldn't pass it up. Mr. Tyson is the proud possessor of an Irish Setter. He must be an excellent hunting dog because Mr. Tyson came home from his last hunting trip with a wealth of pheasant. We don't think he did so nobly on his many previous hunting expeditions so, while we do not want to belittle Mr. Tyson's prowess as a hunter, a lot of credit must go to the dog.

We tried in vain to find out what kind of a dog Mac has, but all we learned is that he is a "cute little rascal." Since getting the dog, Mac has taken to hunting too, but so far only for his slippers, muffler, etc.

Berry Asphalt Company

Otto Holloway Buster McGuffin John Savage

Chester C. Eberle, our office man, has been laid up with a sore duke. (He calls it arthritis.) As this breaks up the one and eight ball foresome, he has been expelled from the Morlar Billiard Parlor.

John W. Savage, assistant purchasing agent, will need plenty of diversion after the first of February as his bosom friend, companion, etc., James L. Clark, is entering the University of Arkansas.

Carleton McRae is beefing about the 95c chickens purchased by the Guest House steward and eaten while he was courting in Prescott. It seems that he didn't get any, but he had to chip in and pay for them just the same.

COURTESY

Cop: "How did you knock this pedestrian down?"

Motorist: "I didn't knock him down. I just pulled up to him, stopped my car and waited to let him pass. He fainted."



"Happy" Davis of the Floor Covering Plant sends us this suggestion for the New Year, so — let's all laugh

Oil Wells at Waterloo

Prepared by the Correspondents from Berry Asphalt Co.

BELIEVING that the members of the Bird organization in the North might possibly be interested in what we do down here in Arkansas and how we do it, this contribution and successive ones will be designed to give you an idea of our work.

First, to repeat the able reports made by Mr. Roberts and Mr. Anderson who visited us last spring, we will consider the wells or holes, as we call them, which have a depth averaging about 1150 feet and of which we are now producing about 40. These wells are equipped with six-inch pipe called "casing" which extends from the surface of the ground to the oil bearing sand where it is cemented to prevent water from any of the numerous upper sands seeping down into the oil bearing sand. This casing is permanently fixed and can only be partially salvaged when the well is abandoned by shooting with nitro-glycerine and pulling with a hydraulic jack.

The casing acts as a shaft down which the pumping device is lowered to bring the oil to the surface. The pumping device consists of a piston or plunger type reciprocating pump which is about 3" in diameter and 5 feet long and is called a "working barrel". This barrel is screwed on

to what we call tubing, usually of a like diameter and lowered to the bottom of the hole two or three joints at a time by means of a tractor winch, after which the plunger is screwed on to a string of 3/4 inch rods and lowered in a like manner until the plunger reaches, and is inserted into, the barrel.

Now that the pump is in place, by raising and lowering the string of 3/4" "sucker" rods the pump begins to pull fluid from the oil bearing strata and pushes it into the tubing and after this is filled it continues through a pipe line to an earthen storage pit. We now encounter the pumping problems. Gas which is mixed with the oil, and which in some fields attains a pressure great enough to more than lift the oil to the surface, will sometimes force sand into the casing and foul the pump, or a leak may occur in the tubing, or the 3/4" sucker rods may come unscrewed or break, and last but not least the pumps do wear out. Any one of these things will necessitate pulling from a part to the entire pumping system out of the hole so that the trouble can be remedied. For this work, which we call well servicing, we have one or more crews of "roustabouts" who are equipped with a tractor winch and

(Continued on Page 17, Column 1)

What Is Industry?

The following talk on the subject "What Is Industry?" was delivered by W. J. Cameron on the Ford Sunday Evening Hour radio program on December 15, 1935. Its appearance in this issue of the Neponset Review is made possible through the courtesy of the Ford Motor Company, Dearborn, Michigan.

"INDUSTRY does not support people; people support industry." Many of you read that motto in the rotunda of the Ford Exhibit at the Century of Progress. Today it has a new significance because government officials are demanding that industry employ at once the 11,000,000 persons whom Washington says are unemployed, or take the consequences. If this demand is based on truth, certainly the motto is not; both cannot be correct.

The general impression is that this nation earns its living in industry. The facts make quite a different picture. Of all the people who work for pay in this country, ten million are attached to agriculture. Another ten million are employed in public and personal service—teachers, lawyers, doctors, nurses, public officials, entertainers, cooks, waiters, hired housekeepers, and so forth. Wholesale and retail trade engages between eight and ten million more—among them two million sales clerks and four million in other clerical positions. Four million people earn their living in transportation and communication, and another four million in construction of buildings, streets and highways. A million and a half engage in forestry, fishing and mining. These lines of business are not classified by the government as industry, although with other smaller groups they account for about 40 million of our normal 48 million jobs. And no official has suggested that these employ the alleged eleven million unemployed. That is left for Industry proper, which at its highest peak, in its busiest time, never employed (in round numbers) more than 8,800,000 persons—the highest industrial employment in our history. These figures for industry are given in Table No. 737 of the Statistical Abstract of the United States, published in 1934 under authority of the Secretary of Commerce. In this report industry

is comprised under the 16 main branches of production which supply the nation's basic commodity requirements, ranging from food and wood and textile products, to the iron, steel and transportation equipment industries, including the automobile. Having at no time employed as many as 9,000,000 persons, these 16 branches are asked to employ immediately an additional 11,000,000 persons, "or else."

It Isn't Reasonable

Two things are clear: first, that any group which normally employs less than nine million persons, of whom probably seven million are now at work, cannot possibly be said to have eleven million of its people out of work. It never had that many people. And, second, any group whose highest peak of business was never sufficient to employ more than nine million persons cannot, even at government command, arbitrarily increase that number to 20,000,000. There never has been that much purely industrial work to be done.

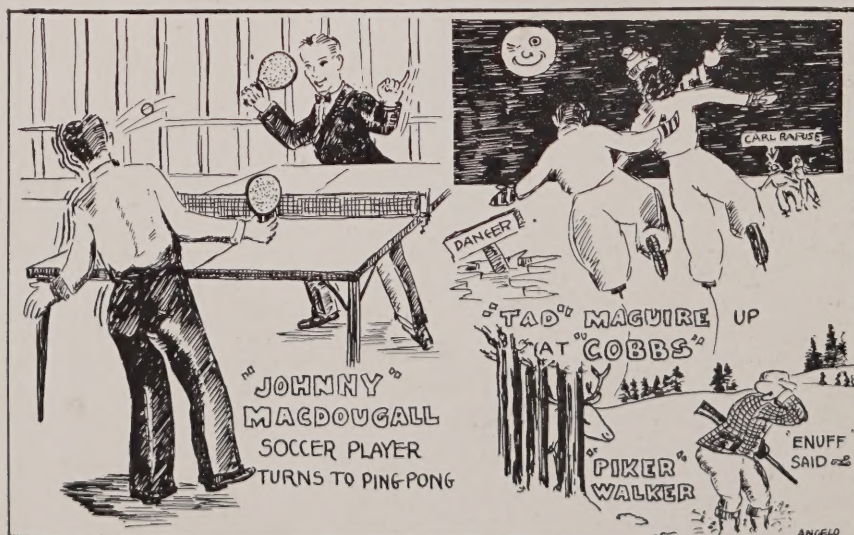
This misconception of the comparative place of industry in the national fabric has lasted a long time—like the mischievous statement that the rich two per cent of the people own between 80 and 95 per cent of the wealth, when as a matter of fact 72 per cent of the wealth and 88 per cent of the income are owned by people who

have less than \$5,000 a year. It is true that industry is important and that it affects all other lines of work, just as all other lines of work affect it, but four-fifths of American workers always have been employed at something else. The nation could hardly exist otherwise.

Industry earns its living by making the tools and utensils which the rest of the people use in earning their living—shovels for diggers; plows and trucks and cream separators for farmers; ovens for bakers; hammers and saws and nails and lumber for carpenters; leather for shoemakers; motor cars and electric cars and railway cars and locomotives for transportation; machines for all sorts of mechanical work; cloth and sewing machines for clothiers; paper and ink and presses for printers, and so on. Industry has never supported all the workers and never can—it can only equip workers with the things they use to support themselves in the infinitely diversified forms of daily work.

Industry Leads

Industry alone has led in efforts to start the wheels of employment turning. In one year it has spent above its income more than the enormous emergency expenditures of the government itself. Its efforts have succeeded to a remarkable degree. This morning's newspaper carries a Washington complaint that



employment is not increasing as fast as production. Here is the same old error again—measuring the entire employment situation against one-sixth of the nation's work. Industrial employment has kept pace with production. If industry could give work to those 11,000,000 unemployed (if there are that many) it would have done so long ago in its own interest without being asked. But these are in very small part the workers of industry. They belong mostly to the other groups that perform five-sixths of the nation's work. And all of these groups depend on full employment for their existence.

The matter is too serious to permit misleading statements to pass, and we submit these facts in the interest of straight thinking and common sense.

Oil Wells

(Continued from Page 15)

whose job it is to install new pumps, replace leaky tubing, or broken rods.

When a well has been filled in with sand this crew pulls the tubing for a crew which follows them and bails the sand from the hole.

Income Tax

Now is the time to file both state and federal income tax returns. State returns must be filed before March 1, 1936, by everyone earning \$2000 or over.

Federal returns must be filed before March 15, 1936, by:

- a. All single persons earning \$1000 or over, and
- b. All married persons earning \$2500 or over.

Don't wait till the last minute. Help will be given you at the Personnel Department. File your returns now.

Social Security

(Continued from Page 8)

unemployed person must register immediately at his local unemployment office as soon as he loses his job. This office will then try to find other work for him, and failing in that, will compute the amount of benefit due him and pay him from the State Funds. A waiting period of four successive weeks is required before benefit starts, and the weekly benefit payments continue in direct ratio to the number of weeks of employment. Each worker will receive

one week of unemployment benefit to each four weeks of his full time employment, or its equivalent occurring within the 104 weeks preceding the last day on which he worked. He must also have worked in a recognized concern for 90 days in one year, or 130 days in two years, immediately preceding his registration.

Certain types of employment, such as farming, domestic service and employment by State or Federal Government or charitable institutions are exempt from taxation under the State law and, of course, are also exempt from the benefits.

The amount of benefit has been set as 50% of the worker's full time weekly wage, no benefits to exceed \$15.00 a week or be less than \$5.00 a week. In special cases the payment of benefit may continue longer than the period stated above. No unemployed person is allowed to refuse work for which he is suited, so as to accept unemployment insurance instead.

None of the details about registering and collecting benefits have yet been worked out, but when announcements are made they will be published in future issues of the Review.

Benefits Under Federal Pension Plan

Federal annuity payments will start on January 1, 1942 and will be paid to individuals sixty-five years and over who have received at least \$2,000 in wages after December 31, 1936 (not counting amounts over \$3,000 in any year). Such persons must have worked at least one day a year for five years after 1936, and nobody who is now sixty-five years of age or over is entitled to any pension. The amount of the pension is figured on the wages earned between December 31, 1936 and the time of retirement. On the first \$3,000 of this total wage 1/2 of 1% will be paid each month; on the next \$42,000 1/12 of 1%, and on the remainder 1/24 of 1%. No pension shall be less than \$10.00 per month, nor greater than \$85.00 per month. A person must be retired in order to receive a pension, but in case a man continues to work after the age of sixty-five, he is no longer required to make payments into the fund.

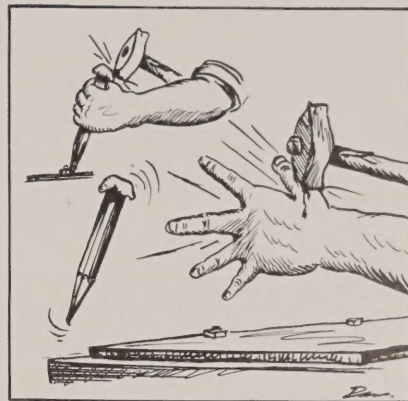
If an employee has made contributions into the fund, but for one reason or another is not entitled to the monthly benefits, he will receive back instead a lump sum payment equal to the 3 1/2% of his total wages (not counting wages in excess of \$3,000 for any one year) paid to him after December 31, 1936 and before age sixty-five. If an employee dies, his estate will receive 3 1/2% of his total wages paid to him between December 31, 1936 and the time of his death. If an employee dies after reaching age sixty-five and after some of his benefits have been paid, his estate will receive the 3 1/2% mentioned before, minus any retirement benefits he has already received.

If a worker becomes unemployed during the period when he has been making contributions, or if he is retired before reaching age sixty-five, his benefits will be based upon the wages earned while he was employed, but will not be paid until he reaches age sixty-five.

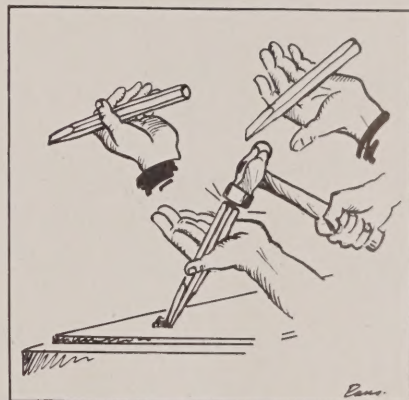
What the Plan Means to Bird & Son

As we have already seen, Bird & Son must make payments equal to or greater than our

"Safety Jim Sez:



Poor tools make work harder and increase accidents. Never use hammer, chisel, or any tool which is burred or mushroomed.



We provide good tools for every job. They'll do the work, quicker, easier and with greater safety. Inspect your tools NOW.

own. The tax on Federal Pensions is exactly equal to what we pay—starting in 1937 at 1%, increasing by specific jumps to 2% by 1943 and 3% in 1949. The Federal Law also requires a further tax of 1% in 1936, 2% in 1937, and 3% in 1938 and thereafter, against which the company is allowed to credit the amount it pays into the Massachusetts State Unemployment Compensation Fund—but the amount of this credit shall not exceed 90% of the Federal Tax. Thus by the year 1949 Bird & Son will be paying taxes of approximately 6% on its payroll—approximately 3% to the State and another 3% to the Federal Government. In addition to making its own tax payments, Bird & Son must also keep accurate records for all employees. The proper amount of taxes must be deducted from each worker's pay check and these amounts forwarded to the State and National Government.

It can be easily seen that this involves a vast amount of clerical work not only in the offices of the various Industries, but in the State and Federal Departments which have supervision of these new Acts. There is an endless amount of detail to be worked out to put the Plans into effective operation. Undoubtedly, there will be many minor changes and perhaps some major ones effecting the tax payments, or the distribution of benefits. As fast as we learn of any changes which will affect us personally, we will publish the significant facts in the Review. Watch these columns for further announcements.



Poem

Ahem Ahem!
Bachelor Clem.

His heart soared
To Hartford.

Her he showers
Gifts and flowers.

"Of gifts," says she,
"Flowers please me."

"Best when it is
Sweet 'Clem-it-is'."

Doings of the Plant Councils

At the November Meeting it was suggested that more Test Roofs be built to provide protection for more of the cars during the winter months. It was reported at the December meeting that we could not be justified in doing this at present. However, the matter will be kept in mind whenever more test roofs are needed.

The new system for the control of dust in the basement has been installed and is working satisfactorily. In this connection a request was made to stop the draughts at this location, as many of the men caught colds in this draughty location last year. It was shown that with the new dust system now in operation it would not be necessary to leave the door open and this would stop most of the draughts. However, a council member is to follow the matter and report back for further action if there is any further trouble this winter.

A request was made that the men on the three to eleven shift receive their pay checks Wednesday night as they used to sometime ago. It was shown that the Wednesday night pay-off was started originally

to accommodate the eleven to seven shift where the men were paid at seven o'clock Thursday morning as they left work. At the Roofing Plant this had also come to include the men on the three to eleven shift, but this had been discontinued recently because it meant too much overtime work in the Payroll Department. The Council considered it a great convenience for the night workers to be paid on Wednesday night, and requested the Management to reconsider the matter of paying those on the three to eleven shift, as well as the men on the eleven to seven shift.

Paper Mill

In October it was reported that respirators alone were not sufficient at the Rag Cutting Room. These kept the dust from the nose, but did not protect the eyes. The matter was investigated, and at the December meeting it was reported that a combination goggle and respirator had been obtained for use in this Department. This safety equipment protects both the eyes and the nose. Estimates are also being made on the installation of a dust collector over the cutter, and if the idea is practical a collector may be installed, eliminating the necessity of respirators.

Office

The lack of sufficient furniture at the Girls' Rest Room, and the crowded condition at the Girls' Smoking Room were discussed and reported on. It was found that the Girls' Rest Room was crowded only during the noon hour, and it was the opinion of the Council that there was sufficient furniture there at all other times. The crowded condition of the Smoking Room is due to a rush in Advertising, which makes it necessary to use this space for the purpose. This work will be completed before many weeks, and conditions will then be normal.

Chicago

At the December meeting it was reported that almost every man in the Plant was wearing Safety Shoes, showing that the workers realized that this was one way to guard against needless accidents.

Phillipsdale

A First Aid Course has recently been started at Phillipsdale, and seventeen men are signed up.

Girls Bowling News

LAURA FARRIS of the Accounting Department is walking off with the bowling honors so far this year. She holds the high individual three-string record of 307. She is tied with Nancy Ruggiero for high individual single string at 113, and she leads the list of individual averages with 87.1.

The Cost Accounting team holds both the high team single-string record of 476 and the high team three-string record of 1314.

The standing of the teams as of January 21st, and the ten highest individual averages are listed below—

AMERICAN LEAGUE

Team	Won	Lost	Average
Advertising	26	10	.723
Solid Cases	19	9	.627
Cartridge	21	23	.477
Comptometer	8	16	.332
Stenographic	7	33	.175
Multigraph	5	27	.156

NATIONAL LEAGUE

Ediphone	31	9	.775
Cost Accounting	31	13	.705
No. 2 Box Shop	21	11	.637
Flooring Sales	14	10	.584
Shoe Cartons	13	15	.464
Flower Pots	4	24	.143

Ten highest individual averages—

Name	Team	Average
Laura Farris	Cost Accounting	87.1
Ruth Anderson	Ediphone	85.29
Margaret Delaney	Cost Accounting	85.11
Astrid Anderson	No. 2 Box Shop	85.6
Hilda Zimlicki	Cartridge	84.14
Nancy Ruggiero	Shoe Carton	84.5
Lillian Gardner	Advertising	83.20
Helen Curran	Flooring Sales	83.8
Eleanor Whitehead	Ediphone	83.4
Margaret Owens	Advertising	83.4

Laura Farris, clerk in the Accounting Department, who leads the women bowlers with the highest average for the season.



Hospital Notes

Foot Notes

A Series of Pedigrams

Obtain a shoe that has the shape of your foot.

Fit your feet and not the other person's eye.

The most important shoe measurement is from the tip of the heel to the middle of the big toe joint. This point should come opposite that point of the shoe where the shank goes over into the sole.

It should not be necessary to "break in" shoes.

The object of modification of shoes is to give support and to compel the wearer to walk over the proper walking angle.

The purpose of exercises is to strengthen the supporting structures of the arches and to stimulate the circulation.

Overeating is usually reflected in the form of painful feet as well as pain in the abdomen.

Overeating may cause "foot dyspepsia."

Obesity throws additional strain on the feet.

Flat feet are not necessarily painful feet.

Rheumatic flat feet are exceedingly painful and stiff.

A slight degree of toeing in may be a desirable condition.

Flatfoot and a weak back go together all too frequently. Keep your back flat and your feet arched.

Remember that no matter how long you live you have to carry your feet and your feet have to carry you.

Cramping your feet will cramp your natural style.

Put your pride in your pocket and your feet in proper shoes.

"Winter Sports"

THREE cribbage parties, a checker tournament and a gymnasium class have all been part of the "winter sports" program of the Bird Club this season.

The most recent Cribbage party was held on Friday night, January 24. Because of the cold weather only a few attended. Ralph Farris of No. 1 Box Shop won first prize. The next party is scheduled for the evening

Suggestion Awards

DECEMBER

A SUGGESTION "Larger Rack at Clutch on Corrugator Section FXCM2" by Charles Mutch, FXC, was accepted as a No. 3 suggestion in July. As this has now shown a definite savings in manufacturing cost, it has been reclassified as No. 2, and was given an additional award of \$5.00 at the December meeting.

Classified as showing a Saving in Manufacturing Cost and given an award of \$10.00:

Chute from Chimney Breeching to Screw Conveyor—H. C. Bearce, FBW

Fountain Trip—Leo Brunell, FXR

Pipe Hot Soap and Water to DMPM4—John Spillane, DMPM4

Classified as of Intangible Value and given an award of \$5.00 each:

Extension Crank at FBPM1—Michael Baranowski, FBP

Re-enforce Guards on FXFM12 and 13—Earl Boyden, FXF

Cement Floor at FBR—Vito Carchedi, FBV

Split Bushing and Collar on Patterson Kettles—Chas. Chorlton, Jr., FBM

Oil Pans on Platform at FBPM5—John E. Folan, FBP

By-pass on Circulating Oil Line at No. 7 Preheater—Jos. Geraghty, FBB

Steel Band for Horne Reel—Willard R. Jonah, FBP

Collars for Rubberlike Cores—Willard R. Jonah, FBM

Stops on Bed Plate—Edward Knaus, FBN

Chute for Cleaning Pit under Primary Crusher—Reuben Lipschitz, FBW

Flare Lights for Tractor at FBW—Reuben Lipschitz, FBW

Stop on Hand Jitney—James O. Lowe, FBF

Raise Guard between Dip Pans at FBPM5—Louis P. Macchi, FBP

Cut Down Pump House at FB23—Arthur McKenna, FBMS

Clean FXRM34 Fingers with Steam—William O'Brien, FXR

Vertical Paddles on Mixer FXCM1—Richard Sprague, FXC

Safety Guards for FBW Bearing Boxes—Victor Stafford, FBV

Change in Boring Bar Holder—Edmund Wenstrom, FBM

Make Door to Loading Platform Higher at FB22—Stanley Yezulewicz, FBV

The following men were given additional awards of \$10.00 each for five accepted suggestions: Willard Jonah, FBPM5, Edward Knaus, FBN, and Reuben Lipschitz, FBW.

JANUARY, 1936

Classified as showing a Saving in Manufacturing Cost and given an award of \$10.00:

New Collars on Rolls on Shoe Carton Machines—Henry M. Smith, FXR

Classified as of Intangible Value and given an award of \$5.00 each:

Mark Off Goods in Linear Yards—Michael Connolly, FFV

Correction on Labels for Small Rugs—Michael Connolly, FFV

Sample Stickers for .160 Board—Francis Curran, FX1 SD

Sleeve Pipe for Slate Hopper on No. 1 Machine—Jos. Cozzi, Chicago

Mark Wrench Caps at Plug Cocks—Jos. P. Geraghty, FBB

Light at FBV Platform—Michael Kelly, FBR

Guard under Chain on Reeves Drive of No. 2 Machine—R. J. Lance, Chicago

Lower Lights on D Floor FX2—Jas. Maroney, EMZ

Special Hand Truck for Handling Drums of Asphalt—Wm. O'Connell, Chicago

Drain in Floor at Paper Beater, DP—John Reynolds, DPM

Hood for Wheel Barrow—Herbert Schreiber, Chicago

Slides for Slate Hopper—Herbert Schreiber, Chicago

Rack for Cores in Felt Rolls—R. Stearles, Chicago

Guard Over Winding Motor Pulley at FBPM6—Domenic Triventi, FBP

Finish 90# Salvage Edge Rolls without Fixtures—Anthony Utorka, FBV

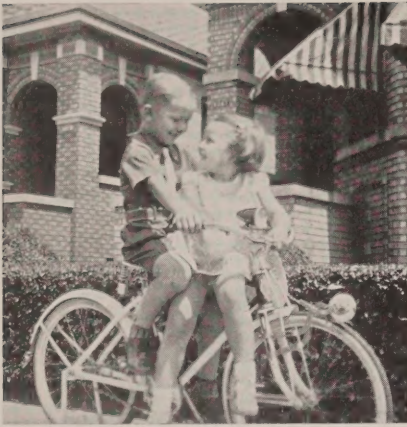
Michael Connolly, FFV, was given an award of \$10.00 for having five suggestions accepted.

of Wednesday, March 4, and is to be a mixed party for both men and women. Quite a bit of interest has been shown and a good turn out is expected.

As we go to press, the checker tournament is at the semi-finals. Frank Vietze, office, Lambert Anderson, office, Arthur Bent, Flooring Machines, and Kaino Paajanen, Flooring office, were the four players to reach the semi-finals, and in one of the semi-final matches Anderson

was eliminated by Arthur Bent. Vietze and Paajanen will play each other and the winner will meet Bent for the championship of the tournament. The champion will be known by the time this issue appears.

Under the capable instruction of Bennie Murray, athletic coach at the Norwood High School, a class of about forty Bird Club members is meeting for eight successive Thursday nights, for gym instruction. The heavy weights say they are



Billy and Virginia Brebach whose proud dad is one of Chicago's Roofing Division Sales correspondents.

taking the course to reduce, and the feather-weights to increase their "tonnage." At any rate, everyone is having a good time with both the regular gym workouts and the various games.

Information for the Home Owner

(With the belief that many workers may be interested in legal questions such as the following, we are printing these paragraphs, prepared for the Neponset Review by Mr. H. H. Sears, Hastings-on-the-Hudson, New York. We are most grateful to him for this material.
—Editor's Note.)

The present condition of houses calls for repairs and renewals and involves questions of the proper use of building materials, the financing of the same as well as the legal rights of the owner, the tenant, the mortgagor, the mortgagee, and the mechanic who performs labor. No more than an indication of the proper subject matter involved and information concerning general rules of practice can be given. The home owner should consult his architect or his attorney for advice on his specific problem.

Question: Three years ago my husband enlarged a kitchen closet, with the owners permission so as to install an electric refrigerator. Now we have given notice to move and the owner claims the refrigerator cannot be moved without his consent as he claims it is a part of the building. Frankly, I don't understand why he should make any such claim. Can you give me any information on this matter?

Answer: Your landlord probably means that the enlarged closet, as

well as the refrigerator is now such a part of the house as to be termed a fixture. When water pipes, which are personal property, are placed in a building for permanent use the law considers them changed into real estate. If your refrigerator can be removed by disconnecting a wire and moved without disturbing the enlarged closet, he hasn't much claim to its being a fixture. If you have proof that the understanding was that this refrigerator was not a fixture but could be removed with your furniture, the owner has no such claim as he makes.

Neighbor Has Claim

Question: The eaves of my house are within a foot of my neighbors lot, the surface of the adjoining land being lower than mine. In repairing my roof with Bird's Neponset Shingles, I did not replace the former gutter which carried the water from the roof to a downspout where it then drained over the surface of my land and that of my neighbor. The present lack of a gutter allows the water to drop directly on my neighbor's lot. I cannot see that it does any damage but he claims he will have it stopped or bring suit. Why does he have any different rights as to this water which drains directly from my roof over the run-off from the former downspout?

Answer: The remedy of a new gutter and a new downspout seems the least expensive way out of this situation. As a matter of law, you cannot drain the roof water from the eaves direct upon your neighbor's land nor can you pour the water from a downspout upon his land. The fact that his land is lower than yours gives you a right to general drainage of rain water but not to any considerable quantity at one spot. This matter comes under the head of trespass on the land of another. The court will grant him an injunction unless your downspout discharge has given you a prescriptive right to an easement over a period of years which your state statute will determine.

Knew Their Business

A Junk shop near a railroad crossing in Denver carries a sign with this hint to motorists: "Go ahead; take a chance. We'll buy the car."



Western salesman L. S. Wharton, and his friend, the Democratic donkey, Mr. Wharton hails from Texas, and some wisecracker offers the information that you can identify him in the picture by the hat.

Facts About Work

Do your work and finish it. If you know how to begin, you will know when to end.

When work seems hardest is the very hour when you need to work hardest.

Two per cent is genius and ninety-eight per cent is hard work.

Even in the meanest sorts of labor, the whole soul of a man is composed into a kind of real harmony the instant he sets himself to work.

Labor, if not necessary to the existence, would be indispensable to the happiness of man.

The day is always his who works in it with serenity and great aims.

If hard work is not genius, it is the best possible substitute for it.

Much good work is lost, for the lack of a little more.

The best evidence of ability is immense capacity for hard work and an intense conviction of its necessity.

Work is given to men not only because the world needs it, but because the workman needs it. Work makes men.

Submitted by Laurence Gammell, Flooring Plant.

Acknowledgments

We wish to thank the employees of Bird & Son, inc. for the words of comfort and expressions of sympathy sent us during our recent bereavement.

Mr. and Mrs. W. E. Tiffany,
Mr. and Mrs. H. H. Hinton.

We wish to thank you for your kind expressions of sympathy in sending the beautiful spray of flowers to us in our recent bereavement.

Ralph A. Wilkins and family.

Thank you for your kind sympathy expressed in the beautiful flowers received.

Jennie McNeely.

We greatly appreciate the beautiful flowers and the kind expressions of sympathy received during our recent bereavement.

Austin D. Kilham.

Your kind expressions of sympathy and the beautiful floral offering are deeply appreciated and gratefully acknowledged.

Frederick T. Feeley.



BIRD PRODUCTS



Roofing Division

BIRD Shingles

NEPONSET Twins Thick Butt	Special 3 in 1 Thick Butt	3 in 1 Thick Butt
NEPONSET Double Twins	American Double Twins	Super 3 in 1 Thick Butt
Weather-Tex Thick Butt	Loc-Set	Hex-Twins
Custom Built	Lock-Butt	Individuals
Art Wall Siding	Bric-craft Siding	Weather-Tex Siding
		Giant Individuals
		BIRD Insulated Bric-Siding
		Art-Bric Siding

BIRD Roll Roofing

Paroid	Art-Hex	Mineral Surfaced	American Ready	Old Reliable
Universal	Mineralite	Banner	Waterdyke	Proslate Roofing, Blind Nailed

BIRD Building Papers

NEPONSET Black	Saturated and Coated	Super Sheathing	Economy
Refrigerator Insulating	Reenforced Kraft Paper	Duplex Kraft	

BIRD Wallboard

NEPONSET Wallboard	American Wallboard	Art Craft Wallboard
NEPONSET Tileboard	American Wallboard, Green One Side	Poster Board

BIRD Specialties

BIRD Built-up Roof Materials	BIRD Deadening Felt	Tarred Felt	Asphalt Felt
	Plastic Cement	Roof Coating	

Flooring Division

BIRD NEPONSET Rugs	BIRD NEPONSET Floor Coverings
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BIRD NEPONSET Rug Border

Economy Rugs	Economy Floor Coverings	Economy Hall Runner
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BIRD NEPONSET Hall Runner

BIRD Lining Felt	BIRD Saturated Felt	BIRD Duracork Floor Covering
BIRD Duracork Border Material		Rubberlike Matting

Box Division

Solid Fibre and Corrugated Fibre Shipping Cases	Fibre Wood Frame Shipping Cases
Textile Boards	

Carton Division

BIRD Shoe Cartons	NEPONSET Waterproof Paper Flower Pots
Tack and Screw Boxes	Plant Bands
	Plant Boxes

Special Paper Division

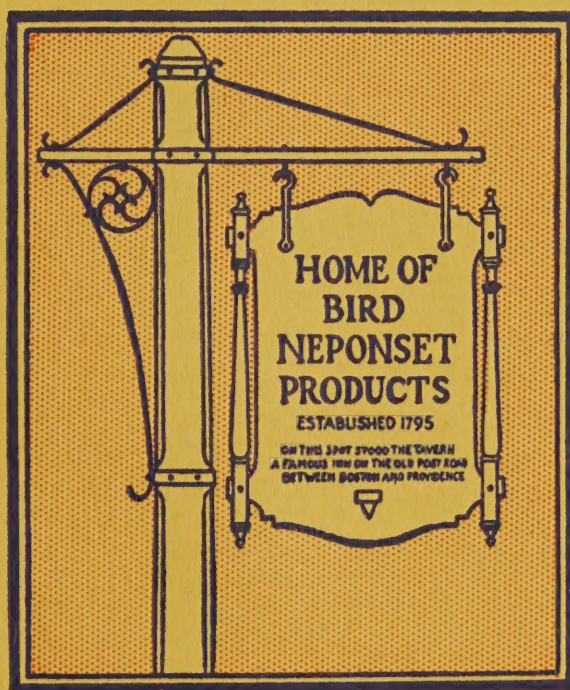
Index Pressboard	Socket Lining Paper	Rocket Paper
Dry and Waterproof Felt Papers for Special Purposes		
Industrial Filter Paper		



{List of Bird Products on Inside Back Cover}

BIRD'S *Neponset* REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.



VOL. XXIV NO 2

APRIL 1936



BIRD & SON, inc.

Established 1795



East Walpole, Massachusetts, U. S. A.

Paper Mills

East Walpole, Mass.
Phillipsdale, R. I.

Box Factories

East Walpole, Mass.

Flooring Plant

Norwood, Mass.

Roofing Plants

Norwood, Mass.
Chicago, Ill.

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Vice-Chairman, CHARLES S. BIRD, Jr.

President, BENJAMIN H. ROBERTS

Vice-President, RICHARD C. FLOYD

Vice-President, CHARLES W. CONRAD

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Manager Central Division, S. C. TRAUDT, JR.

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Manager Western Division, W. W. WILSON

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Field Manager, A. V. GARLAND

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Assistant to Director of Manufacturing, P. N. HILLS

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Plant Engineer, J. A. SHEEHAN

Chief Chemist, E. L. CONNOLLY

Superintendent Paper Division, J. J. BURKE

Superintendent Box Division, A. D. COLBURN

Superintendent Carton Division, R. L. TUPPER

Superintendent Felt Division, T. G. HENDERSON

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Superintendent Flooring Division, R. M. WIGHT

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Superintendent Eastern Roofing Division, M. R. BEASLEY

Assistant Superintendent, G. E. SMITH

Chief Chemist, F. P. REYNOLDS

Superintendent Western Roofing Division, J. G. YOUNG

Assistant Superintendent, J. F. MATCHA

Chief Chemist, ERICH GACH

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NORWOOD, SAVANNAH, SOUTH KEARNY, ST. LOUIS

BIRD'S NEPONSET REVIEW

VOL. XXIV

APRIL, 1936

No. 2



Sailing, sailing — not a ship, but just one of the trustworthy tractors of the Flooring Plant still doing business in two feet of water near the entrance to the office. Ernest Paciorkowski is at the "helm".

Our Flood

Neponset River Overflows and Covers Whole Area
at the Flooring Plant

TONS of water pouring over the Plimptonville and East Walpole Dams all day and all night on Thursday, March 12, washed away part of the embankment at Plimptonville, seriously weakening the whole structure, and rushed on to the lowlands surrounding our Flooring Plant, where the natural drainage proved insufficient, causing the worst flood in the history of this Plant. At the height of the flood, just after midnight, nearly every department and warehouse had some water, and several departments had from a foot to eighteen inches.

The water first began to rise above the danger point about noon on Thursday. At 1:30 the river was nearly level with the top of the bridge near the Roofing Mill laboratory, and despite desperate efforts by Robert Roy and his workers, was beginning to seep into the basement floor of that building. Several hundred yards down the road the Floor Covering garages appeared to have been dropped into the middle of a huge lake. Dozens of cars were stranded with water already up to their floor boards, and still rising. This lake extended all the way to

the main buildings of the Plant and down the road to a point about opposite the oven of No. 2 Machine. Here an island of dry land extended for a few yards, and then shelved off again into another fair sized duck pond which extended nearly to the end of the Rug Border building.

It looked bad enough then, but if we had only known, it had just started. The waters were still rising at 3:00, and by 4:00 everything was in full flood. The bridge at the Roofing Laboratory could be identified only by its guard rail. Water was churning madly down the river and

1. Where all the trouble started — Plimptonville Dam — This was taken Saturday morning, but there was still plenty of water. 2. This embankment was washed away at Plimptonville Dam — Water was lapping at the sand bags on top when this picture was taken. 3. Building a Breakwater near the machine shop on Friday morning. 4. Roaring rapids outside Mr. Sutherland's office.



pouring into the basement of the laboratory in a flood. A sea of water — knee-deep or deeper — stretched from this point all the way to the main buildings of the Floor Covering Plant, including lake between and around the garages that looked as big as Massapoag. The entire length of the roadway at the Flooring Plant, from the Maintenance Department almost to the gate was a roaring river, with a series of rapids near the entrance to No. 2 Machine Room that made one think of his honeymoon days and the Rapids of Niagara. Another river just as bad was rushing down the alleyway between the Storage Shed and the Duracork Department, and, as for the Calender Room, the Aging Room, and the Paint Mixing Department, so-help-me-Hannah, you could have paddled a canoe through all of them.

But the worst was still to come. At six o'clock almost all production had stopped, and all hands pitched in, moving raw stock and finished goods to places of safety. Through the evening the waters still continued to rise, flooding over a large section of the Stock Shed near the Oil Boiling Department, pouring into the Rug Border and Rug Finishing Departments without any respect for property or persons, and finally at the height of the flood which was reached in the early hours of the morning, breaking into the No. 1 and 2 Print Machine Rooms and the Ovens, covering most of the floors with water 9" deep.

From noontime on, workers without hip boots stayed above the high-water line, or else got their feet slightly moist to say the least. As soon as it became apparent that this was no ordinary storm and that even the most desperate efforts with sand bags would not fight off the rapidly rising waters, work was immediately started to save all the stock and equipment possible. Working like mad men, the entire Maintenance Crew concentrated their efforts on rescuing the motors, with such good success that every motor in the plant was hoisted to safety before being damaged at all. More than one wave lapped at the fingers of the workmen as they loosened the bolts which

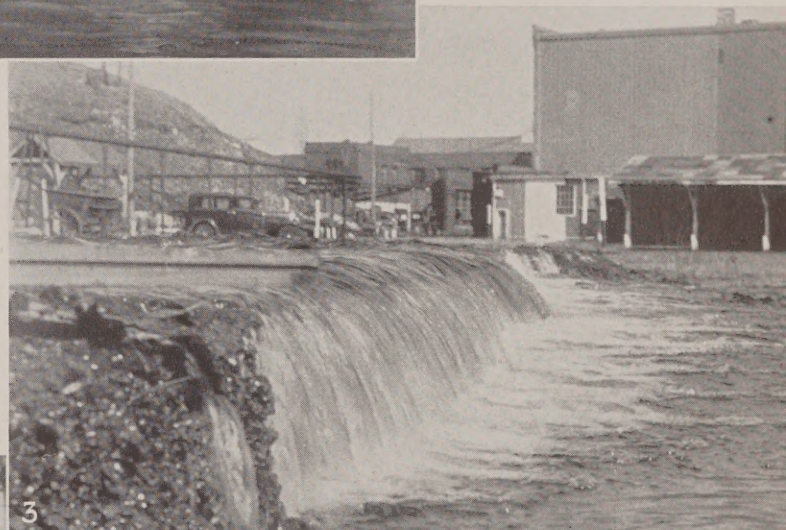
held a motor to its base, and there were many moments when one wondered how the job could possibly be finished in time, but the job was completed, and deserves the highest of commendation for the saving of thousands of dollars worth of equipment which might have been seriously damaged or totally ruined.

Tractor drivers made it their business to rescue from the inundated garages the scores of cars which had been marooned there when the river rose so rapidly at noontime. These rugged tractors could certainly take it as they churned back and forth towing dozens of cars, which although more beautiful, had not proven as "seaworthy."

Workers in other Departments were not idle either. Heavy rolls of felt in the Undercoat Department were hastily propped up on stilts made of planks gathered from every corner of the Plant. The water came too fast to save everything, but all that was humanly possible to do was done.

Men at the Finishing and Shipping Departments had one of the toughest jobs of all, working long hours without a break during the night, attempting to save as much of the valuable Finished Stock as possible from damage. In spite of an extra supply of firemen's boots acquired from the East Walpole Fire Brigade, the supply ran short and many men without waiting to be asked kicked off their shoes, rolled up their trousers, and waded around in water knee-deep doing their bit to save what could be saved. In every Department—Maintenance, Production, Finishing, and Shipping,—the finest spirit of cooperation was shown. Long hours of overtime, hurried suppers, or no suppers at all, and the most disagreeable of working conditions did not faze these men a bit. They saw what had to be done, and they did it willingly.

Friday morning dawned, Friday the 13th, and the full light of day showed a sight such as had never before been seen at the Flooring Plant, and such as we hope may never be seen again. The entire region was one vast lake with



1. Rugs at the Finishing Department, hastily stored above the water line. 2. Entrance to the Finishing Room. — Leslie Fillmore shows how deep the threshold was covered. 3. This might be Niagara, but it is only the banking of the roadway near the Roofing Laboratory. 4. Even at five o'clock Thursday there was plenty of water in the Paint Room. It was much worse here later. John Eppich stands near the camera. 5. It surely was deep outside the Duracork Department as Charlie Miksis proves beyond a doubt here.



1. The Aging Room "geyser". 2. The garages were afloat. 3. Nickerson got mixed up with a plank in midstream. 4. Logging down the main roadway. 5. Bernard Bailey about to go into his dance when the tractor hit the ramp. 6. Holy mackerel! Look at that there water!

familiar buildings and landmarks apparently floating on its surface. All the canals of Venice would not have looked any wetter than the roadway in front of the Office door.

In spite of this, very little serious damage was done. The wrappings of about 30,000 finished rugs, and a fairly large amount of roll goods were badly damaged. These all had to be refinished. There may also be some damage to goods in process; how much is not known at this time, but there was almost no injury to either buildings or equipment, due largely to the fact that the Maintenance Department had rescued all the motors in the plant from a watery grave. So smoothly were matters handled, that No. 5 and No. 3 Print Machines were running on Friday morning. At five o'clock Friday afternoon the Tube Machine in the Finishing Department went back to operation and men worked here all night, and all the next day, part of the time wading around in boots with the water still ankle deep.

Although it can readily be seen that there was a great amount of work involved in setting things to rights, one thing stood out above all else in the minds of the management officials—not once, but many times as we asked questions about further details, they emphasized their appreciation for the loyalty and hard work that was demonstrated by every man in the plant organization. To say that it was most gratifying expresses only in a cold-blooded way their admiration for those men whose faithful work had prevented the loss from being many times larger.

Believe It or Not

(Apologies to Ripley)

AT noon on Thursday the Aging Room for the Undercoat Department looked like Yellowstone Park; through a crack in the floor a three foot geyser was spraying water over the whole room where later in the day the water reached a height of 15' or more.

—The truck driver from the Norwood Lumber Company wished he had never attempted to bring in that consignment of lumber. In maneuvering around near the machine shop his rear wheel slipped into a deep hole that had been washed out by the flood, raising the front of the truck off the ground. It was no picnic putting this truck back into operation again.

—Assistant Superintendent Bernard Bailey nearly went for a swim. He was standing on the portable ramp near the Rug Finishing Department when a tractor came churning by and hit the end of the ramp which was under water. They say Mr. Bailey did some fancy stepping at that moment that made Fred Astaire look like a backwoods lumberman.

—And speaking of lumbermen, you should have seen the boys logging the lumber "down the river" from the machine shop toward the Rug Border building; after all why carry the planks when you have a river right in your own door yard.

—Which further brings to mind the picklement in which Stuart Nickerson found himself when he tried to help with the logging, and found himself knee deep in midstream with

a big plank coming down broadside onto him. He didn't fall over, but not even he knows how he kept his balance.

—The mice in the Finishing Department thought they had suddenly landed in the middle of the Atlantic. Several of them were observed swimming around like mad, and one poor fellow was seen to take a surface dive from which he never came up.

—Nelson Phillips and his men rescued every package of Rugs in his department, but Nelson absent mindedly forgot to remove the papers from the bottom drawers of his desk. For some strange reason they got wet.

—Late at night Mr. Conrad, our Director of Manufacturing, met a skunk between the oil boiling department and the shipping shed. He gave it a wide berth and no damage was reported. Later some of the boys brought back the information that they had assisted the animal into the river and the last they saw of it it was headed toward the Atlantic Ocean at the rate of ten miles an hour.

For Sale

House at No. 224 Plimpton Street, Walpole, Mass. All modern improvements including oil burner, two-car garage and $\frac{3}{4}$ acres of land. House is conveniently situated to Norwood-Walpole Bus line, New England Bus line to Boston and Providence and also short distance from Plimptonville railroad station. Bargain for quick sale and I will also take back a second mortgage. For more information Telephone Walpole 608. Reason for selling is that I must move my family to New York State to take up other duties for Bird & Son, inc.—S. C. Traudt, Jr.

Jig-Saw Outfit For Sale

This is a Delta D. S. S. 2, as sold by the Woodcraft Supply Company of Boston. Includes stand, motor and all connections. All for \$20.00, which is about one-half original price. Hardly been used. See the outfit and deal direct with

MRS. H. H. MILLER,
121 Walpole St., Norwood.

1. Push 'em up boys—it was hard work moving buckets of paint around on Friday morning. 2. How is this for a trout stream just outside the office door? It looks as if the boys had some bites. The "fishermen" are John Graney, Ralph Hildreth and Leo Clarkin. 3. 9" of water covered sections of this floor between No. 1 and No. 2 Print Machine Rooms during the night. 4. Sweeping water out of one of the warehouses on Friday morning, after sand bags had proved ineffective. Left to right: Chris Doyle, Robert Deane and Fulton MacLean. 5. How are these for rapids, just outside the Tin Cap Building at the Roofing Plant? 6. This was early Thursday afternoon, but the water was pouring down the roadway even then. 7. The lake outside the Paint Room was knee deep. William Thompson, John Delaney and William Boyd are here to prove it.



1



2



3



4



5



6



7



Directors of the Neponset Credit Union, which is this year observing its 20th Anniversary, left to right Howard S. Whitney, Wesley A. Beaulieu, Leo R. Bernier, Dagmar C. Peterson, Benjamin D. Rogers, Benjamin R. Taylor, George E. Smith, President, Allan H. Russell, William S. Jackson, John J. White, John J. Burke, and A. W. Smith, treasurer.

Twenty Years of Service

FIGURES prepared by A. W. Smith, Treasurer of the Neponset Credit Union, showing the growth of the Credit Union since its first annual meeting in 1916, tell such an interesting story that we are publishing the table on this page. Statistics are given for five-year intervals, and complete figures are shown for the last ten years. Even during the trying times of the last three years, there has been a steady increase in assets, members and depositors.

The number of borrowers also has increased, showing that when members are in difficulty they realize the advantage of belonging to an organization where they can obtain small loans easily at a very low rate of interest.

Special Notice

To Home Owners:

At this time of the year owners of property usually find it necessary to make repairs on their property. These repairs cover a large range of items too broad to mention here.

In addition to repairs, there may be improvements or alterations you would like to make, providing the money was available.

If you have work to be done, or materials to buy, and haven't the ready cash, we suggest that you have a talk with A. W. Smith, Treasurer of the Neponset Credit Union. The Directors of the Credit Union will do all they can to help by loaning you the money needed.

All applications must be presented to the Credit Committee for its approval.

NEPONSET CREDIT UNION

George E. Smith, President

New Postmaster at Walpole

JOHN C. DONNELLY, Roofing Salesman for the past fourteen years, resigned from the Company in February to take over his new duties as Postmaster in Walpole. Mr. Donnelly, or Jack as everybody knows him, spent eight years on our Sales Force from 1904 to 1912 and then resigned to go into other work. In 1922 he re-

turned to our Roofing Sales Department and was connected with that Department until his recent resignation. For the past four years he had been doing Special Sales work, first on Emulsions, then on Built-up Roofs, for a time on Industrial Flooring, and most recently on Special Promotional work. He took over his new duties on March 1st. We congratulate him, and extend the best wishes of his many friends in our organization for success.

We also extend our congratulations to Mr. Arthur Maguire, who has received word of his reappointment as Postmaster at the East Walpole office, which handles efficiently our large consignments of mail.

\$15,773 Subscribed to Community Chest

IN its first annual Community Chest drive, the town of Norwood went "over the top", with subscriptions totalling \$15,773. Further contributions are expected, which should bring the final figure nearly \$1000 over the quota of \$15,000.

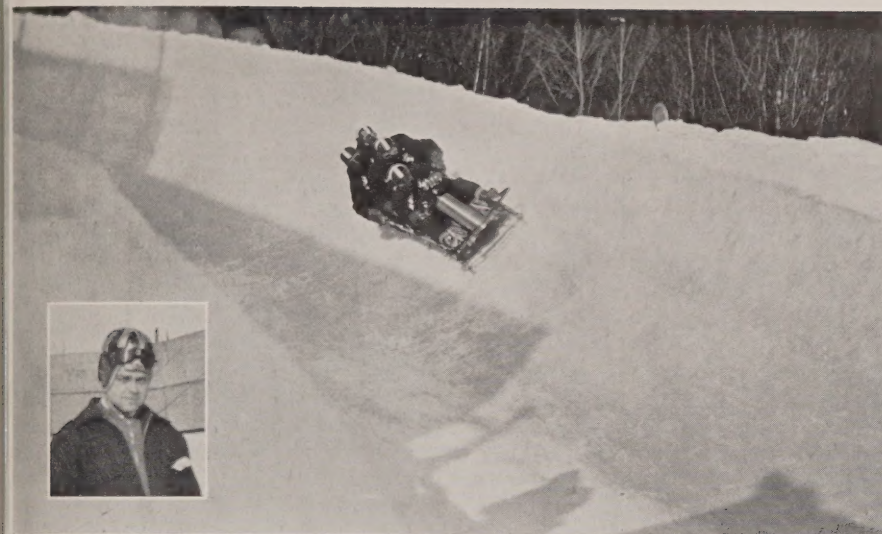
Bird & Son residents of Norwood contributed a total of \$875.00.

This very worthwhile drive takes the place of the usual eight different appeals throughout the year, and covers all the organized community charities including: The Norwood Hospital, Norwood District Nursing Association, Norwood Women's Club Milk Fund, Boy Scouts, Camp Fire Girls, Girl Scouts, Salvation Army and Mass. Society for Prevention of Cruelty to Children.

The money raised will be apportioned to these organizations for their work of the coming year. It is a fine way of securing funds for these worthy causes, without making constant appeals.

NEPONSET CREDIT UNION

Year Ending Oct. 31	Assets	Cash Receipts	Members	Depos- itors	Bor- rowers	Dividends on Shares	Shares	Savings	Amount Loaned Each Yr.	Number of Loans During Yr.
1916	\$ 4,410.46	\$ 10,352.95	145		55	5%	\$ 2,103.15	\$ 1,976.98	\$ 7,416.84	110
1921	18,720.94	61,607.31	353	171	92	7%	8,048.08	8,328.43	24,639.43	202
1926	67,844.50	185,493.47	917	595	193	7%	25,151.12	35,749.11	53,811.77	434
1927	83,112.68	234,072.43	994	680	250	7%	29,262.62	44,427.74	69,421.24	488
1928	95,409.00	257,443.81	1158	766	287	7%	36,955.00	46,584.39	58,927.42	575
1929	104,310.94	255,341.41	1248	785	306	7%	40,168.75	47,855.70	77,008.24	677
1930	127,713.99	264,883.34	1235	727	370	7%	65,262.12	42,524.52	87,112.88	781
1931	133,101.13	268,017.00	1276	707	378	7%	71,470.22	42,011.27	84,418.08	798
1932	137,209.29	237,352.97	1278	888	375	6%	74,407.49	41,617.88	67,649.71	823
1933	140,102.09	196,763.99	1333	1018	423	5%	79,670.14	38,461.48	72,239.55	928
1934	155,386.24	240,087.26	1564	1172	548	5%	82,659.36	50,221.92	87,660.88	1187
1935	178,389.94	305,880.10	1733	1386	552	5%	92,227.56	62,540.93	95,723.62	1117



*Hairpin Turns on the Lake Placid Bobsled Run.
Insert—Clyde Phipps who raced in this year's Championship.*

Neponset Twins at Lake Placid

A NEW record for the Mt. Van Hoevenberg's bob run was hung up, and a new sport for the Bird Club inaugurated, when the North American two-man bob sled Championships were held at Lake Placid, New York on February 22. The new record was made by Matthew Monahan, Jr., who shattered all previous records and hurtled down the mile and a half course with a total time for four heats of 7 minutes, 38.15 seconds. His fastest time was in the fourth heat when he made the course in one minute, 53 seconds.

The new sport for the Bird Club was established when Clyde M. Phipps, Roofing salesman, entered his bob sled in the name of the Bird Club and christened it "Neponset Twins."

Clyde has become a confirmed bobsled enthusiast and was one of four men who qualified this year to ride this famous course at Lake Placid. This was his first race and it was run under considerable difficulty, as his brakeman was disqualified the night before the race and Phipps had to take an inexperienced and lightweight brakeman in his place. Although he finished last, his time for the four heats was 8 minutes, 13.38 seconds which sounds plenty fast to us.

Bobsledding shares honors with skiing as the fastest and most thrilling of winter sports. Our hats are

off to anybody who has the courage and the skill to pilot a 350 pound sled over this mile and a half of glare ice with its 26 curves including the famous Whiteface, Shady Corner and Zig-Zag. Congratulations to Phipps and better luck next year.

Incidentally, one of the buildings at this bobsled run has Bird Custom Built Shingles on its roof.

We Lead Again

WE take pleasure in reprinting part of a letter from Mr. S. F. Mackay, General Superintendent of Transportation for the New York, New Haven & Hartford Railroad Company. The information he gives is self-explanatory, and most pleasing to every one in our organization.

"Dear Mr. Hawkins:

Reviewing our records for 1935 we find that Bird & Son handled in and out of East Walpole and Phillipsdale a total of 13,821 cars. This not only is a splendid increase over the business of 1934, for which we are sincerely appreciative, but am sure you will be interested to know that it places Bird & Son again at the head of the list of New York, New Haven and Hartford shippers, and fulfills the hope expressed in my letter of April 6th that the 1935 would bring you sufficient additional business to place you again in this position."

James C. Hadden Buys Florida Home

A HOME in Florida from October until June and a residence in New England the rest of the year—that's

the ideal arrangement which Mr. James C. Hadden has worked out for himself and his wife through the recent purchase of a bungalow situated in the North side of the City of St. Petersburg.

Mr. Hadden retired from our Maintenance Department in 1934 and since then has spent his winters in St. Petersburg. Just recently he purchased this fine bungalow and wrote a most interesting letter to Miss Welthea Smith, Secretary to Mr. Anderson, about it. We are reprinting this letter below, as we know that Mr. Hadden's many friends will be pleased to hear from him and learn of his interesting plans.

1335½ Ninth Street, North
St. Petersburg, Fla.
March 9th, 1936

Dear Miss Smith:

Just a line or two to let you know my wife and I are quite well and enjoying our stay in St. Pete. Although it has been unusually cold here this winter, we cannot complain when we think of the severe winter you have had up North.

There are more visitors here than there were last winter, I mean more have registered up to date. I think there are over fifty thousand registered so far.

Enclosed you will find picture of the bungalow we have purchased for our winter and part summer home. It is situated in the north side of the city and at a high elevation—1226 14th Street, North. It consists of five rooms and bath and garage—nicely furnished, and has all city conveniences. We got possession February 26th and have it rented to a couple for the month of March and maybe April. As our apartment lease expires May 1st we will live in our new home in May and June, when we will go North for two or three months.

We are having lots of rain and today it is raining hard so that we have been kept indoors a good many days. We are not having so much sunshine as we did last winter and I think we have received free newspapers for three days. They are given free days that the sun does not shine.

I hope business with Bird & Son, inc. continues good. I predicted it would, and hope my prediction will come true.

My wife joins me in sending best regards to you, and hope you are quite well.

Yours sincerely,

James C. Hadden

Winter home of James C. Hadden at St. Petersburg
Florida.



BIRD'S NEPONSET REVIEW

Vol. XXIV April, 1936 No. 2

Published by the Employees of Bird & Son, inc.
In the Interests of the Company and Its
Workers

For the Promotion of
Good Service Good Business
Good Will

Mills: East Walpole and Norwood, Mass.
Phillipsdale, R. I.; Chicago, Ill.

Advisory Board
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C. W. Conrad B. D. Rogers
Editor Circulation Manager
E. M. Grout A. S. Blaney
Printing Foreman, F. R. Meyer

*Life isn't in holding a good hand but in
playing a poor hand well.*

A Worthy Cause

No more worthy or urgent appeal was ever made than the recent call for funds by the American Red Cross to relieve victims of our terrible flood disaster. The local response to the first call made on March 20th was splendid, but because of the extent of the damage which affected thousands of communities all the way from Maine to Ohio, the Red Cross will undoubtedly need a large amount of additional funds to carry through its important work.

Every little bit helps. Give what you can whenever appeals are made. Even with the best of circumstances from now on, there will be intense suffering in many communities. Thousands of homeless people will be looking to the Red Cross as their only means of assistance. In this worst flood disaster which has ever been known in this country, the Red Cross must not fail.

We responded splendidly to the first appeal; let us keep on with this same fine spirit during the weeks to come.

Why First Aid?

No phase of safety education has a more far reaching effect than a thorough instruction in first aid principles.

A man well trained in first aid not only knows what to do in an emergency, but what is more important—he knows what not to do. In order to administer real first aid, the trained man must also understand accidents and their causes. He cannot learn first aid without getting a mighty vivid picture of the horror and suffering that can come from only a moment of carelessness. Thus he learns to think of accidents first of all in terms of prevention, and secondly how to care properly for the victim once an accident has occurred. He learns above all else the most important lesson in all first aid—to move an injured person as little as possible until you know what his injuries are. Terrible suffering, and even death, has resulted from the failure to observe this simple rule.

Every man who completes a course in first aid becomes both a more valuable citizen in his community, and a more intelligent worker for safety in his Plant.

No One Can Avoid the Tax Collector

WHAT do I care about Taxes?" says John Jones. "I can't pay 'em if I haven't got the money. Let the rich do the worrying about the billions the Government is spending."

John doesn't realize that about two days of his pay per week goes for taxes to keep the federal, state and city governments operating!

How come?

John and his wife, Mary, are hard-working and thrifty. They have saved up enough money to buy a car. John pays a special Federal tax of 5 per cent upon the purchase price of the car. The Federal Treasury also takes a tax on the tires, tubes and accessories.

Thereafter, when he buys gasoline, he pays a tax of 1 cent a gallon to the Federal Government and several more cents . . . ranging in different states from 3 to 11 cents per gallon . . . to the State, County or City Government. The Federal Government also collects a tax from every quart of lubricating oil he buys for the car. And, of course, he pays a tax when he buys license plates.

John wakes up in the morning in a home which he rents. In his rent is included the real estate tax which his landlord pays.

When he and Mary dress in the morning and eat breakfast, John doesn't realize that in paying for his clothes and food, one of the new processing taxes on cotton and wheat have been included.

Mary doesn't smoke. But John uses a pack a day . . . which are taxed at 6 cents a pack by the Federal Government! And, in some states, there's an additional State Tax! John, with cigarettes and Mary, with her cooking, strike about 12,000 matches a year. These are taxed at 2 cents per 1,000.

John and Mary do not spend a dollar or a dime without some part of it going for taxes! If the taxes are high, the things he and Mary eat and wear cost more and leave them less for other expenses.

If taxes are low, things cost less and he is able to buy more.

Taxes must be . . . and are . . . paid by all of us!

That is why John should take a greater interest in taxes and in the way his Government spends the money collected through taxes.

He should insist that those elected to govern must spend the taxes he pays as carefully as he spends what is left of his wages!

Arthur J. Duncan

FOLLOWING an illness of two weeks, Arthur John Duncan, Roofing Finishing Department, passed away at the Norwood Hospital on February 7. Mr. Duncan came with Bird & Son in January 1923, and at various times worked in the Roofing Maintenance Department and as a Watchman. For the past year he had been employed in the Finishing Department. He was 69 years of age, and was one of the best known citizens of the town, always having a strong interest in matters of Town Government. He is survived by his wife, Mrs. Minnie A. Duncan; four daughters, Miss Ethel V. Duncan and Mrs. Charles J. Lindequist of Walpole, Mrs. David Harvey of Sharon, Mrs. Thomas G. Wright of Tarrytown, Pennsylvania, and one son, Arthur J. Duncan, Jr. of Wrentham. We extend our sympathy to his family.



First Aid Instructor, George Johnson demonstrates proper methods of applying First Aid bandages. Frank Eisenhauer is assisting, Albert Gilmore is the "victim" and Ralph Hildreth is watching.

First Aid Courses

Two courses in First Aid, with a total enrollment of approximately 85 men are now holding weekly meetings at the East Walpole Brigade Room. The first course got under way on Friday, February 28th, and is being conducted by Mr. George Johnson, First Aid Instructor of the American Red Cross, who gave a very successful course to about forty people here last year.

The second course has been organized by the Bird Club with John J. Bradley as Chairman, and Henry Barone, M.D. of Walpole, as instructor. Mr. Barone is a fully qualified First Aid Instructor from Walpole, and has given the course previously to other groups in town.

Bandages for both classes were made up by Miss Chandler of the Hospital and Frank Eisenhauer.

Eighty-five men this year, plus approximately forty men last year, means that before this Spring is over we shall have at East Walpole and Norwood about one hundred and twenty-five workers who are qualified to administer first aid. This interest in one of the most important stages of safety work is highly commendable, and as time goes on may have a very important effect on safety and accident prevention throughout our Plants.

Our Chicago and Phillipsdale employees have been equally alert, and successful first aid classes have been conducted at both these Plants within the last six months, bringing the total of first aid men up to well above 150 for the entire organization.

Safety

SAFETY? Oh, yes, we are for it and observe it 100%—but do we? Just look at the following list of items, all observed recently within our own Plants—

- 1—Twelve guards either entirely out of place or loose, or in bad repair so that they left a bad spot poorly guarded.
- 2—A large yoke left attached in a very careless unsafe way to a roll of paper, instead of being put back on the rack provided for it.
- 3—Twelve different places were found to be dangerous and totally unguarded.
- 4—A man was observed cleaning dust out of his clothes with an air hose—playing with dynamite is safer than this practice.
- 5—A man was observed cleaning an electric motor while it was running. He must have been looking for a one-way ticket to Eternity, as the rag might easily have caught in the moving parts and drawn him in.
- 6—A machinist was seen running a lathe with the gear end uncovered and the guard standing on the floor—another man trying to commit suicide, as any good machinist certainly knows enough not to work around moving gears that are unguarded.
- 7—A man at a paper machine was seen cutting wet trim dangerously close to the nip of a calender roll. This could be and should be done between the stack and the reel where there is no danger.
- 8—Insecure portable ladders have been found in at least five different locations.

Lost-Time Accidents

THREE accidents at our Flooring Plant; and one at Chicago make a poor safety record for the month of March. Two of the Flooring Plant accidents occurred on the day of the big flood, although neither accident was caused by the flood.

The first casualty of the month occurred on March 4th when Charles Malacario, Print Machines, was using an unopened stepladder in the oven and fell from it, causing a contusion of the back. He is still out of work.

On March 10th Harold Rohrback of Chicago was helping load a freight car with drums of compound. The loading was being done through another freight car, which stood on the track nearest the platform, and between the two cars he and Mr. Lance were using a steel loading plate, which they failed to make fast to the floor. As they were up-ending one of the heavy drums, the plate slipped and threw Mr. Rohrback to the ground. The drum fell also and struck his right leg, breaking the shin-bone. He will probably be out of work from eight to ten weeks. Carelessness in not fastening down the steel plate caused this accident.

The first accident on the day of the flood, March 12th, occurred to Axel Gustafson, Maintenance Department, at two o'clock as he was helping load planks onto a truck. A plank slid off the pile onto his foot, and fractured his left great toe. The second accident that day occurred to Donald Preble of the Print Machine. As he was pulling out the electric plug to shut off the power on the machine, the contact of the plug hit the steel cover which fits down over the socket, and caused a flash, burning his eyes.

The only accident for February occurred on the 14th, when Tony Marzulo, Roofing Machine operator, working in the Shipping Department was struck in the head by a roll which fell from one of the tiers in the warehouse. This bruised his head and strained his neck, causing him to lose twelve days.

At the end of March last year we had had 16 lost-time accidents. For the same period this year we have had but 7. Do we need any further proof that safety work pays?

Fred Jakel, Western Flooring salesman, snapped this picture of his car near Watertown, Wisconsin on March 10. There had been ten days of thawing weather at the time this picture was taken, which proves that Wisconsin had some snow.



Notes From Plants and Offices

Main Office and Sales

Alice Clem
Eleanor Badger
Sabina Costello
Leo Salonen

Margaret Crane
Dorothy McEleney
Helen Curran
Sophie Eppich

Much excitement prevailed in East Walpole last month when bulletins posted throughout the town announced that at high noon Mr. Harry Hamilton, Roofing Sales Correspondent, would demonstrate his skill by throwing a silver dollar across the Neponset river. Mr. Hamilton was occupied most of the morning, answering telephone calls, talking to newspaper reporters, posing for pictures and arranging radio appearances.

At 12 noon, a large crowd gathered on the banks of the Neponset waiting for Mr. Hamilton and his promoter Mr. Hutchinson. Neither appeared. Just before going to press, we learned that the promoter, Mr. Hutchinson, disappeared with the dollar and Mr. Hamilton is still looking for it.

Mr. and Mrs. Connie Murphy (Helen Walsh) have returned from a honeymoon in New York and Miami. They are making their home on Prospect Street, Norwood.

A certain group of girls has been spending the lunch hour playing "Old Maid". And this is Leap Year!

Who can furnish Louise Geary with the words to "So Long"? She has been stuck on the first line for the past three weeks and any help will be appreciated.

Betho Chandler is driving a snappy new Pontiac, and Elsa Hastedt an equally snappy new Plymouth, so our Hospital department seems to be well fitted out for the Spring.

But even new Plymouth's aren't much good without keys for the switch, as Miss Hastedt found out one very rainy day when she dropped hers through a crack in the floor of the old scales near the Hermitage. Halburton Dobbins finally rescued them with a long wire and the day was saved.

We were very sorry to hear of the unfortunate accident to Raymond White, and we wish him a speedy recovery from his injuries.

Paper Mills

John E. Curran
Herbert Badger
Herman Nordstrom
Fred Jonah
Mario Boragine

Frank Murphy
Edward Geraghty
Charles Rafuse
Sophie Novick
Mary Driscoll

Sadie Hill, our Finishing Mill comedienne, was married February 29th to Kenneth Hutchins of Walpole. The wedding took place in Social Hall, Norwood with all the department in attendance. Mr. and Mrs. Hutchins are living at 284 West St., Walpole, after a three weeks' honeymoon at Lake Placid, N. Y.

We are happy to see Carl Osterlund back to work with us again.

Arthur Eppich is the proud father of a seven and one half pound baby boy, James. Congratulations are in order, Art. Mrs. Eppich was formerly our Plant Nurse, Ruth Arel.

Sorry to hear that Veronica Dixon is out sick, but we hope to have her back with us soon.

Harold Tracey spent a recent week end with friends in Brookline, Mass.

John Connolly invested some money in a 1931 coupe and says it is good enough to get

him to Dedham five nights a week. We are all sure John doesn't go to night school, so we are trying to puzzle out what the attraction in Dedham is.

David Regan was very happy to get home from flood-stricken New Hampshire recently, until he discovered his own cellar awash and the furnace stone-cold. He is now in Wisconsin and if he runs into a dust storm he will probably wish he could see some of the aforementioned water.

We wonder what "Babe" Connolly was doing in the decorated car on the road to Boston the night of Sadie Hill's wedding.

It is mighty hard to lose Tom Burns in Cambridge now. They say it will not be long before he will be going back and forth from there every day.

Well, Fiorino Felici has gone and given his sweetheart a diamond ring. He says June is the right month, so watch for June 14th.

Phillipsdale, R. I., Mill

Rexford H. Salisbury
David S. Lowry

John H. Nolan
Leslie E. Howard

Joe Fisher in our cutter room found a \$10 gold certificate recently in the rags. Business is picking up.

New cars this month include Justynski's new Chevrolet and Rex Salisbury's new Oldsmobile. We wouldn't be surprised to see Willie Banks also driving an Olds very soon. Manuel Oliver has a "new to him" Chevrolet and Bill Anderson is honoring the yard with his Auburn.

We were glad to see Walter Gill return to work.

We have our own mounted trooper in the person of Arthur Turner who has been riding his motorcycle back and forth to work all winter through the ice and snow. That is, he

has been riding it all winter except one night recently when someone saw him pushing it home in the rain.

Ted Maddern recently found in the rags a program for an outing of the Bird & Son Mutual Benefit Association at Lake Pearl on August 19, 1911. The program was in the shape of a roll of roofing and listed the names of all those arranging for the outing many of whom are still with the company.

Harold Billings has all the boys around here stopped when it comes to bright ideas. While polishing the fourdrinier he holds the polishing cloth on the brass and lets the shake do the work.

The fellows on the paper machine were watching a mouse playing around their lockers the other morning. When the mouse got near Red Harrington's locker it dropped dead. Now the boys are wondering what happened to the poor thing.

Joe Ferriera had a slight accident recently which put a dent both in his nose and in the front of his machine. His nose looks all right but the machine is still missing.

Jim Smith gave an exhibition of high diving in front of the office during the slippery weather. He explained that he thought that was the quickest way in which to get to work.

Two new arrivals were announced this month—Robert Edward Turner born February 11 and Audrey Ann Perry, daughter of Dudley Perry and granddaughter of our Henry Phelps.

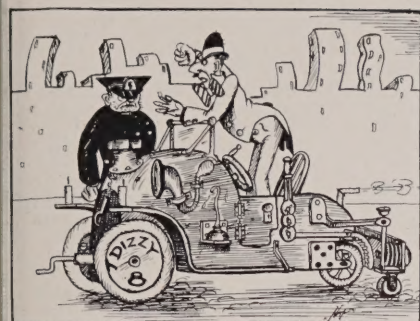
We were sorry to hear of the death of Andrew Cyronak, son of Charlie Cyronak our beater room foreman. Andrew used to work for us some years ago and will be remembered by those who were here at that time.

Tixie Billings is still wearing his bowling smile but of late it has not been quite so noticeable.

We hear that Oscar Bolin gave someone in Pawtucket a playful bump with his machine but the other fellow couldn't see the joke.

Box salesmen and executives at the Meet-Up held at East Walpole on Feb. 7. Front row, left to right, William Freeman, Marcy Newell, Benjamin Beale, James Maguire, Dimon Merrill, John Dolan and H. B. Fuller. Back row, Dwight Colburn, Howard Hanna, Edward Holmes, Arthur Bushell, Chester H. Andrews, Sales Manager, Robert McDonald, H. Bailey Mason, and Marshall Lee.





Frank Eisenhauer, Printing Department, got tired of Fords, so he bought a new car. Here it is.

We are having a taxi war bringing the fellows to and from work between Anthony Perry and Francis Hall. As an added inducement Francis is now serving coffee on cold mornings and we understand that Anthony will soon install a heater.

Box Factories No. 1 Box Shop

John P. Walsh
Amelia Galgauskas

Earl Boyden

John Phelan
Sadie Rafuse

We welcome Emily Carr and Hannah O'Day to the Corrugated Department.

Michael Sameski is the proud father of a $\frac{1}{2}$ pound baby girl born February 13th.

We hope to see James Ginley back with us again soon. Jim is out sick with pneumonia. The Corrugated Department welcomes Herbert Lewis as their new foreman and wishes Howard White, their "ex-foreman" lots of luck in his new job.

It is rumored that Eileen Connolly will be leaving soon to join the ranks of housewives.

Anne Anton is all smiles lately, and we hear that a boy friend is the cause. Is that right, Anne?

Bill Quinn decided his old Ford had seen its best years and could no longer make the trip from Canton to Walpole, so he turned it in for a Plymouth. Any wheeze now, Bill?

Alice Songin was married to Joseph McGarth on February 22. A wedding reception was held at Lithuanian Hall, Norwood. We wish you the best of luck, Alice.

We are glad to have Ellen Ahlman and Amelia Galgauskas back with us after being confined at home with serious illnesses.

No. 2 Box Shop

Mary Bellew
Josephine Rose
Edward Bothwell

Frank Eisenhauer

Alice Brady
Alma Walsh
Rose Ruggiero

Welcome back to Myles Towle and August Petrova after their recent illnesses.

With the approach of spring we can hope that Elsa Gottberg will park her raccoon and nee boots in moth balls until another winter.

Lost—one gray felt hat, size $7\frac{1}{2}$ (what a head) between Norwood and Medfield last Saturday night by Lester Lynch. Finder please keep it. Lester says his name was inside—that is, the pseudonym under which he travels—Truly Warner.

Mattie McLauchlan spent the week end of

February 22 enjoying the winter sports at Fryeburg, Maine.

St. Patrick's Day was properly celebrated by those Irish colleens, Astrid Anderson, Mattie McLauchlan, Francis Chaffee and Mary Jarlis. All appeared in their best green bib and tucker.

Mary Bellew and Alice Brady "celebrated" Washington's Birthday in New York city.

Mrs. Collins is welcomed back to work after an illness of seven weeks. Flowers and gifts were sent her by the girls.

We all send our greatest sympathy to Michael Sadaway in his recent bereavement.

Roofing Mills and Offices

William Bothwell
Stanley Phillips

Edward Hiller

John White
Charles Norton

Herbert Jepson is sporting a new Chevrolet. Our hockey stars took the Main Mill into camp during the last icy spell by a score of 5-3.

Henry Grover is coming along slowly after his bad accident. We hope to see him back to work before long.

George Lane feels very badly over the death of his faithful dog.

We are glad to see John Ventresco and Louis Macchi back with us, both having been out some time due to accidents.

Warmer weather seems to be affecting a few of our boys matrimonially for we expect to hear of the wedding bells ringing for a couple of our boys in the Granule Plant and on the Roofing Machines.

Things we couldn't do without—Dick Stoddard and his 1920 sweaver and still more ancient hat.

Arthur McKenna and his "What's that?" Patsy Feeney and his defense of "Danno". Henry Christianson's views on the Hauptmann case.

Angelo Melino's "Hello, my friend!" Joe Hill and his grand uproar arias.

Whitey Lane and his tap dancing. Charlie Savage and his perpetual grin.

Pierino Palazzi who argues on anything. Bart Murray's continual spitting tobacco.

Mike Antonico and his "How's Mussolini today?"

Tommy Griffin and his "Pippin" stories. Al Whitmore and his Chevrolet.

As soon as George Lane got back from his week in bed with the grippie, Dick Stoddard left for an indefinite period with the same ailment.

Flooring Mill and Offices

John S. Smith
Tom Rogers
Angelo Macchi

Charles Hooper
Thomas Paquette
Laurence Gammell

Art. Wise has a new Plymouth. Everett Coffin has a new Chevrolet.

We welcome the following men to FFP: Dick Coolidge and Dave Camack who were transferred from the watch; John Martin and Charles Meserve transferred from FFN; Walter Ryan transferred from FFR; Charles Farrar, George Chase and Herbert Nettleton.

"Bill" Everburg is now working in the Art Department.

Gordon Wilson is now a family man. There is a new baby girl at home. Gordon is now working in the Duracork Department.

According to Kaino Paaanen's recent experience, it is becoming unsafe for a man to

attend the movies unaccompanied. It's tough to be tall and handsome, Kaino.

Jesse Ghen is now sporting a new to him Pontiac.

Attention Girls! Carl Rafuse is now driving a new Pontiac.

"Ed" Guise has demonstrated that he can swing a mean paddle for the ping pong team of the Art Department.

Lester Evans is having a lot of trouble believing the truth when he hears it.

"Tad" Maguire is getting a lot of pleasure and relaxation from an old pipe and a comfortable chair.

Melvin Chevers of the Art Department has rid himself of the fuzz which has been collecting on his upper lip. Cheer up, Mel, a lot of other fellow's girls don't like them either.

Stan Cody is now getting a new view of things through his new pair of glasses.

It is unofficially rumored that Frank Clem will let the wedding bells ring this Spring.

Chrysler Motor shares went up a point on the news that Jack McDougall had purchased a new to him Plymouth.

Too bad that the Hollywood scouts missed Charlie Johnson while he was cultivating one of those misplaced eyebrows.

Bob Wilson is going in for hunting in grand style. We understand that he bought a valuable "setter" from a famous kennel in New Jersey.

Have you seen Evan Ostrom's and Ray Boyden's trained autos which roll over at their command?

We understand that Joe Eppich has a new theme song "If I had the wings of an Angel"—How come Joe?

Wilho Waukonen, our "society" man, caused quite a bit of comment one night when he came in late. Wilho ought to learn the proverb, "Women are the source of evil".

Harold Boyden has assumed "twin" responsibilities, a boy and a girl.

Carl Hamilton spent the Washington Birthday week end in Eastport, Maine, in the Quoddy dam vicinity where he contracted a case of prolonged shivering. He still shivers when the place is mentioned.

Odd items from the Undercoat Department on the day of the flood:

Robert Wilson and his famous "Marine

Frank Meyer, Printing Department Foreman, took this picture of his daughter, Helen, with a background of huge ice cakes at Penzance Point, Woods Hole on February 23.





A group of Floor Covering Ping Pong champs. Left to right, Victor Babel, Kaino Paajanen, George Johnson, Carlton Rafuse, Warren Dyer, Robert Garner, and Frank Clem.

Boots" and the report of Bob's being drowned when he fell off the bridge. Tony Panessa was the recipient of this report, and we are glad to hear that Tony has a high regard for Bob.

Hugh Rogers and Wes Cherry vying for graceful honors, while getting by the swirling Neponset's banks on tiptoe. Such amazing grace would put many a burlesque queen to shame!

Olva "Wiffle" Eklund and Hubert White are riding around in new to them autos. Wiffle ought to be popular with the girls now, more than ever.

You should have seen Charlie Letts and George Pearson wading barefooted through a foot of water rushing through the mill yard.

A Classified Ad—Bill Cherry is about to enter the poultry business and will take orders for eggs at any time.

Charlie Letts is leading Wilho Waukonen by a nose in the race to be our wealthiest bachelor. Watch out Wilho, it is rumored that Charlie has been playing the stock market.

We welcome back Stephen Mellish after a brief absence due to a strained back.

We also welcome two new workers, Edmund Race and Roy Yonkers.

We understand that some one pushed Eddie Race's car out in the rain one day when the top was down. Quite indecent of them, he says.

Dewey Beach traded in his '31 Chevrolet for a '30. He also added a sum of money and claimed he got the better of the bargain. It must have been a smooth salesman, or else P. T. Barnum was right.

Chicago Mill and Office

Ray Wolf
R. Koerbel Smith

Gladys Davis
T. E. Oakes

The following was submitted by Dan Landt—"Rules for Handling Women by Electricity"—

If she talks too long—Interrupter
If she is picking your pockets—Detector
If she gets too excited—Controller
If she goes up in the air—Condenser
If she wants chocolates—Feeder
If she sings inharmoniously—Tuner
If she is out of town—Telegrapher
If she is a poor cook—Discharger
If she is wrong—Rectifier
If she gossips too much—Regulator
If she becomes upset—Reverser

Everyone at the Chicago office was very glad to see Mr. Hanna again, even though it was quite a fleeting visit. We heard this story about him, however—

It seems Mr. Hanna was trying out his new golf clubs. He was teeing off at the first hole, and about three foursomes were waiting for him. At the first stroke which had a world of power behind it, he missed the ball completely. The waiting crowd shifted on its feet. Once more he missed the teed ball. This happened four times. The crowd was embarrassed but not so Mr. Hanna. With an engaging smile he turned on them all. "Tough course," he remarked.

Since Harold Altman has taken over his new job, he has become quite suspicious, like all credit managers. In one hotel the clerk was growing impatient as Mr. Altman took so long to read the register. "Just sign on that line, please," the clerk said. Harold was indignant and said, "Young man, I am too old a hand to sign anything without reading it."

Here is a tongue twister which Barney Soward recently tried on us:

"Theopholis, thistle sifter, the successful thistle sifter, sifted a sieve of unsifted thistles. Where is the sieve full of unsifted thistles that Theopholis, thistle sifter, the successful thistle sifter, sifted?"

Sam Giesy apparently was trying to show up Mike Karakas of the Chicago Blackhawk Hockey team. At any rate he came down one Monday morning limping, and upon being questioned, it was learned that he had been goalie on a "backyard" hockey team.

Has anyone seen the "Lady in Blue" lately?

It looks like we're all one big happy family again, now that Ida Mitchell, Mary Curran, Marie Lester and Chuck White are at 76th Street again.

My grandpa notes the world's worn cogs

And says we're going to the dogs.

His grandpa in his house of logs

Said things were going to the dogs.

His grandpa in the Flemish bogs

Said things were going to the dogs.

His grandpa in his hairy togs

Said things were going to the dogs.

But this is what I wish to state

The dogs have had an awful wait.

Recently a very one-sided Ping Pong game was played between the Print Shop, represented by Altman and Stulich, and the Sample Department, represented by Guisick and Bowman. Two out of the three games were won by scores of such an overwhelming number of

points that the losers appeared very much as amateurs and not the experienced players they were cracked up to be. The sample department won and had it not been for their very excellent and flashy play the game would have been very slow from a spectator's point of view.

Guisick starred throughout the game and was given marvellous support by Bowman. For the losers, little can be said except that it was a poor exhibition.

Among the spectators were B. J. Overholt, a very ardent fan, Brandau and Thompson. Matcha and Gach dropped in for a few pointers, but soon left when they saw the style of play displayed by the Sample Department was too far advanced for them.

Tom Cooling went to sleep on a table in the lunch room and almost came out below, below—

The new shingle machine is being set up and appears to be a very fine piece of machinery. Alexander has already counted the grease cups and Eby plans on attending night school to learn more about mechanics.

Tom Cooling owns a new Ford V8.

Ed Stadt has become one of the next in line to tie on the ball and chain. He told us of his engagement just recently.

Ray Lance is a daddy for the first time. Her name is Louise Constance and she was born February 13th.

Harry Goudie has invested in a Terraplane. Frank George was again made a proud father on February 26th when he was presented with a baby girl whose name is Jane Arlene.

We are sorry to hear of the unfortunate accident that happened to Harold Rohrbach of the Shipping Department, and hope he will recover soon.

Wally Bauer made a trip to his farm in Michigan last month and was stranded for two days by a snow storm.

Ray Dodge rolled around in a new to him second hand Hudson.

Berry Asphalt Company

Otto Holloway

Buster McGuffin

John Savage

This is so and so, as gossip goes. Where it will stop nobody knows.

It seems several have the moving idea; for instance Roy Waters, Doc. Bailey and Chester Blakely, with the thought in mind that more room is likely needed in the near future.

Lewis Weems griping about his dad sending money to Sidney, said "Yes, you would jump through a knot hole for that boy."

E. S. Martin came home from Camden with some "Gal Tamers"—(Lucky Strikes).

Ira Weems has the idea that a woman has dominance, not only in domestic affairs but more so in an argument.

Almost everyone here is doing some gardening, especially "Church" Oswalt—having already planted okra and string beans.

It looks like the "Lease Lice" will completely cover the "Refinery Rats" in soft ball this summer.

Who knew Otis Dixon was a ball player—Are we referring?

Carry Warmack is back with us again after several weeks' illness.

Millard Elmore has decided to keep his old car and have it tuned up.

Wedding bells will soon ring out. How about it Chester and Fred?

Bad weather has kept the boys from playing soft ball. But they will start playing soon.

Doyle Purtle is the noted fisherman. He is spending lots of his time fishing.

We understand that one of the employees has taken on a line of cosmetics and paint as a side line and expects to win a Buick as a prize and \$1200.00 for promptness.

Since our Superintendent, A. T. Van Pelt won five dollars in a penny ante game, it was suspected that he contracted a case of sleeping sickness but since then his case has been diagnosed as that ailment commonly known as Dutch thrift.

R. N. Smith, our lease superintendent, better known as Tuffy Trade Smith has had the soft soaping automobile salesmen worked up to a lather trying to make a deal with him. While he may lack the finesse of David Harum as a whittler when it comes to trading he would make David green with envy.

R. A. Chubb, our assistant superintendent, has taken up a side line and is going in the share cropping basis. Irish potatoes are his long suit and as he is expecting a bumper crop, place your orders early for those Early Ohios.

J. W. Smith, our former superintendent and now our consulting engineer, is down from Chicago for a two or three months stay as a new plant is being constructed.

Iron Head Hayes, the rooster of the Company House, who has been seen nightly on the road from Waterloo to Prescott has become adept at driving with one arm. He tried to add to this accomplishment that of driving while asleep but this did not work out so well as can be told by a look at Chester Eberle's head and at W. J. Liechty's Ford.

Chester Eberle is a nice boy. (Paid adv.)

J. W. Savage, ex-citizen of Fayetteville, paid a visit to his pal, Jimmy Clark, ex-employee, who is enrolled at the University of Ark. He tells us that Jimmy is beefing about the extreme youth he is thrown with at the University. (Jimmy is an experienced old-timer of 21 years of age.)

Your correspondent is finally convinced that he does better picking the Hot Springs steppers from Waterloo for fun than he does for keeps at Hot Springs. He hopes to be out of debt for his days outing by the time next year's meet starts.

Carlton McRae is running a taxi from Prescott to Hot Springs. We understand that it has not been a very profitable undertaking.

Bird Club Minstrel Show

As we go to press, plans are under way for a big minstrel show and dance to be sponsored by the Bird Club some time about the middle of May.

Although the Bird Club was re-organized primarily as an athletic club, a large part of the membership has requested an entertainment or dance, and this program is being planned in response to that request. A preliminary survey showed that more than seventy people were interested in taking part, and so the Committee has gone ahead to make definite plans for engaging a Coach and carrying the program through.

It has been a long time since we have had a minstrel show, and with

the fine talent both new and old within the organization, this will undoubtedly be a show no one will want to miss. Plans will be well along by the time this issue of the *Review* is out. Watch for further announcements.

The General Committee in charge of arrangements is: E. M. Grout, Chairman, Margaret Owens, James Sullivan, Hilda Rafuse (Office), Peter Glebus (Main Mill), Edward Heaver (No. 1 Box Shop), Esther Olson (Cartridge Room), Rose Ruggiero (No. 2 Box Shop), Don Frazier (Roofing Plant) and William Everberg (Flooring Plant), and A. W. Smith.

Girls' Bowling News

HIGH Single String record is now held by Mary Bannon, Billing Department with 128 points. All other individual records are still held by Laura Farris, Accounting Department.

Standings of the teams and the ten highest individual averages are listed below:

AMERICAN LEAGUE			
Team	Won	Lost	Average
Advertising	36	24	.600
Cartridge	25	31	.447
Billing	15	29	.341
Stenographic	11	49	.184
NATIONAL LEAGUE			
Team	Won	Lost	Average
Flooring Sales	36	12	.750
Accounting	47	17	.735
No. 2 Box Shop	38	14	.733
Ediphone	42	22	.655
Shoe Cartons	23	33	.410
Flower Pots	7	49	.125

Ten highest individual averages—

Name	Team	Average
Laura Farris	Cost Accounting	86.11
Astrid Anderson	No. 2 Box Shop	85.38
Ruth Anderson	Ediphones	85.15
Margaret Owens	Advertising	84.24
Mary Geary	Accounting	84.20
Helen Curran	Flooring Sales	84.8
Mary Bellew	No. 2 Box Shop	83.38
Hilda Zimlicki	Cartridge	83.37
Nancy Ruggiero	Shoe Cartons	83.8
Lillian Gardner	Advertising	83.4

Acknowledgments

Your kind expression of sympathy is gratefully acknowledged and deeply appreciated.
Leo and Steven Hagarty.

Gratefully acknowledging and thanking you for your kind expression of sympathy.
Mrs. Arthur J. Duncan and family.

Thanking you for your kind sympathy expressed in the beautiful flowers received.
The Cyronak Family.

Gratefully acknowledging and thanking you for the flowers and your kind expressions of sympathy.

The Sadaway Family.

Cribbage Parties

By Herman Nordstrom

At the March 6th Cribbage Party, which was Ladies' Night, Mrs. Ann Jonah won First Prize for the Ladies and Roger White of No. 1 Box Shop won First Prize for the men. Both were presented baskets of fruit. Henry Cyr of Hopedale won Second Prize, a box of apples, and Oliver Fisher, No. 1 Box Shop, won Third Prize, a basket of apples and oranges.

The two door prizes went to Walter Sword and Herman Nordstrom.

The present standing of the six players with the highest number of points for the four games of the season is:

Henry Cyr, Hopedale	33 points
Roger White, No. 1 Box Shop	32 points
Ralph Farris, No. 1 Box Shop	32 points
Wilfred Turenne, No. 1 Box Shop	30 points
George Burhoe, Accounting	25 points
Nils Lindquist, Flooring	25 points

The next and last Cribbage party of the season will also be a Ladies' Night and will come on Thursday night, April 23, 1936. At this time a prize will be awarded for the person getting the most points in the series of five games.

Believe it or not this is Niagara Falls, taken several weeks ago by Frank Reynolds, head of the Roofing Laboratory. This was taken from the bottom of the Canadian Falls. In the summertime a solid sheet of water falls over this point.





This picture appeared in the latest catalogue of Philco Industrial Batteries. It was taken at our Chicago Roofing Plant where these batteries are used in electric trucks. Left to right the drivers are Harold Rohrbach, Albert Bohnenberger, Agnor Oberg, and Walter Bauer.

Veterans' Service List

WE give below the names of those whose fifth, tenth, and fifteenth anniversaries fall during April and May, and of those who complete twenty or more years' service during these months:

APRIL			Years
John M. Smith	4-9-1879	Retired	57
Frank Fisher	4-3-1895	Safety Inspector	41
George Doderer	4-17-1897	Paper Mill	39
John Hale	4-11-1899	Retired	37
Edward Bonner	4-1-1900	Paper Mill	36
Kenneth McLennon	4-9-1900	Paper Mill	36
George W. Towle, Jr.	4-1-1901	Office	35
Michael Powers	4-5-1901	Maintenance	35
Mary Sline	4-11-1901	Box Shop	35
Coleman Howe	4-21-1901	Paper Mill	35
Fred W. Shepard	4-1-1902	Janitor	34
John Spillane	4-9-1902	Paper Mill	34
Gustaf Johnson	4-1-1903	Roofing Plant	33
Patrick Hessian	4-4-1903	Maintenance	33
Halburton Dobbins	4-25-1903	Maintenance	33
Joseph Sinkovitch	4-13-1908	Maintenance	28
Joseph Aukstolis	4-25-1908	Roofing Plant	28
John E. Maguire	4-4-1911	Paper Mill	25
Arthur Connelly	4-8-1912	Box Shop	24
Charles Geigol	4-15-1912	Paper Mill	24
James Porshinsky	4-22-1912	Roofing Plant	24
Tony Milus	4-29-1912	Roofing Plant	24
August F. Linde	4-11-1913	Power & Steam	23
Patrick McNulty	4-11-1913	Power & Steam	23
John Grusacki	4-25-1913	Box Shop	23
John Leston	4-28-1913	Paper Mill	23
Joseph Rosevitch	4-29-1913	Paper Mill	23
Festus Connolly	4-24-1914	Maintenance	22
Philias LaLiberty	4-10-1916	Box Shop	20
Klemens Kaseter	4-22-1916	Box Shop	20
E. M. Lines	4-1-1921	Director of Research	15
C. L. Hammond	4-1-1926	Roofing Sales	10
Alex Alexandrini	4-2-1926	Roofing Plant	10
Richard Frain	4-5-1926	Roofing Plant	10
William Walker	4-5-1926	Flooring Plant	10
Andrew Hazlett	4-5-1926	Flooring Plant	10
Joseph LeBlanc	4-5-1926	Flooring Plant	10
Pasquale Alberico	4-8-1926	Roofing Plant	10
James Constantine	4-8-1926	Box Shop	10
Charles Rafuse	4-9-1926	Maintenance	10
Stanley Wasil	4-12-1926	Roofing Plant	10
Manuel Coneja	4-15-1926	Roofing Plant	10
Luigi Carrieri	4-20-1926	Roofing Plant	10
Clarence Bergstrom	4-21-1926	Paper Mill	10

Mary Barrett	4-23-1926	Office	10
Mary McDonough	4-27-1926	Office	10
Eino Heikkila	4-13-1931	Box Shop	5
Herbert Johnson	4-13-1931	Box Shop	5
Kimble McEwen	4-21-1931	Paper Mill	5
Harry Hey	4-23-1931	Office	5
Charles Casey	4-28-1931	Roofing Plant	5
Guisepe DiVirgilio	4-28-1931	Roofing Plant	5
Malcolm Haskell	4-28-1931	Shoe Carton Sales	5

Chicago			
R. Budz	4-2-1926	Roofing Plant	10
Roswell Dodge	4-9-1926	Roofing Plant	10
John J. Sullivan	4-23-1926	Roofing Plant	10

Phillipsdale			
Vincento Cicerelli	4-13-1916		20
Fred Billings	4-17-1916		20
John Harrington	4-27-1921		15
Harriett A. Neill	4-12-1926		10

Canada			
H. J. Reynolds	4-1-1921	Montreal, Quebec Office	15
H. Rousseau	4-16-1910	Montreal, Quebec Plant	26
H. Dumouchel	4-1-1914	Montreal, Quebec Plant	22
O. Lloyd	4-25-1916	Montreal, Quebec Plant	20
T. Paquette	4-10-1921	Montreal, Quebec Plant	15
C. W. Parsons	4-16-1906	Hamilton	30
E. Patisface	4-25-1913	Hamilton	23
W. H. Stevenson	4-5-1915	Hamilton	21
J. H. Ilett	4-16-1926	Hamilton	10
J. M. Drummond	4-23-1931	Hamilton	5
R. French	4-25-1931	Hamilton	5
H. A. Greenis	4-27-1931	Hamilton	5
R. V. Marcotte	4-29-1931	Portneuf	5
T. R. Palmer	4-6-1915	Ontario Salesman	21

MAY			
J. H. Smith	5-14-1878	Maintenance	58
Fannie Murphy	5-1-1886	Box Shop	50
Annette Blaney	5-17-1897	Librarian	39
Albert Erickson	5-1-1899	Flooring Plant	37
Harry L. Tower	5-12-1901	Box Shop	35
John Kirby	5-16-1903	Paper Mill	33
Michael J. Mohan	5-7-1907	Retired	29
Patrick Reardon	5-7-1907	Roofing Plant	29
Paul Krucas	5-20-1907	Roofing Plant	29
Albion Gottberg	5-16-1908	Maintenance	28
Herman Waukonen	5-1-1909	Flooring Plant	27
Frank R. Meyer	5-24-1909	Box Shop	27
Elmer Jordan	5-25-1909	Retired	27
Frederick Hird	5-1-1910	Sales Manager	26
Matejs Minkevicius	5-4-1910	Paper Division	26
Patsy Sansone	5-4-1910	Box Shop	26
David Regan, Sr.	5-1-1911	Flooring Plant	25
John Ruzskis	5-13-1911	Maintenance	25

Adolf Guttock	5-31-1911	Box Shop	25
W. J. Patterson	5-7-1912	Paper Mill	24
John Wosner	5-23-1912	Roofing Plant	24
Helena White	5-8-1913	Office	23
A. H. Brooker	5-15-1915	Roofing Sales	21
Michael Connors	5-1-1916	Paper Mill	20
Lorenzi Galazzi	5-1-1916	Roofing Plant	20
James Lasky	5-9-1916	Box Shop	20
Michael Novick	5-16-1916	Paper Mill	20
James Donohue	5-18-1916	Maintenance	20
Tony Salamaa	5-23-1921	Flooring Plant	15
B. H. Bailey	5-31-1921	Flooring Plant	15
Joe Giampa	6-6-1926	Roofing Plant	10
Frank Mazzocca	5-14-1926	Roofing Plant	10
John Folan	5-14-1926	Roofing Plant	10
Paul Weta	5-14-1926	Box Shop	10
Ben Samski	5-18-1926	Roofing Plant	10
Deeb Esber	5-18-1926	Roofing Plant	10
Antonio Lacivita	5-19-1926	Roofing Plant	10
John Pratt	5-21-1926	Roofing Plant	10
Catherine Broderick	5-27-1926	Office	10
Paava Faltt	5-7-1931	Roofing Plant	5
Elsie Gottberg	5-16-1931	Office	5
Frank T. Flemming	5-19-1931	Roofing Plant	5
Vincent DeLaiarro	5-19-1931	Roofing Plant	5
James T. Weir	5-20-1931	Roofing Plant	5
James Clancy	5-25-1931	Roofing Plant	5
Arthur Cripps	5-25-1931	Flooring Plant	5
James Donahue	5-25-1931	Roofing Plant	5
Wm. Poulousky	5-25-1931	Roofing Plant	5
Leon Trakinvak	5-25-1931	Roofing Plant	5
Thos. Griffin	5-25-1931	Roofing Plant	5

Chicago

Clemens Reithofer	5-21-1926	Roofing Plant	10
Virginia Szukalla	5-21-1926	Office	10

Canada

M. S. Maley	5-5-1931	Montreal, Quebec Office	5
G. Keuninck	5-26-1931	Montreal, Quebec Office	5
J. T. Blain	5-10-1916	Montreal, Quebec Plant	20
P. H. Lalonde	5-5-1926	Montreal, Quebec Plant	10
E. D. Savageau	5-6-1926	Montreal, Quebec Plant	10
G. I. Pegg	5-1-1931	Hamilton	5
E. A. Paquet	5-10-1926	Pont Rouge	10
H. E. Frenette	5-1-1921	Portneuf	15
A. J. Leclerc	5-23-1931	Portneuf	5

Spring Sports

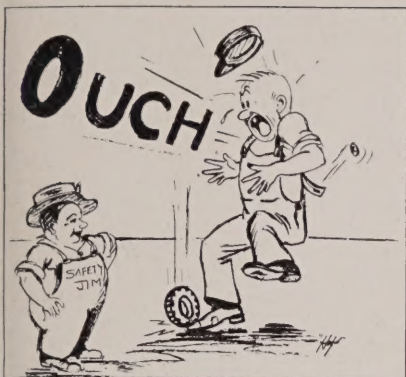
Baseball

By Ernest Oakes

WITH the coming of Spring, and the major leagues down South preparing for the season of 1936, the subject locally turns to our own plans for the season.

The Bird Club will enter the second year as a sponsor of a baseball team to represent Bird & Son in the South-eastern League of Massachusetts, of which Bird & Son was a member last season. The league has dropped two so-called weaker teams and two stronger teams have taken their places. Many applications were received from teams desiring to enter the league, but for the sake of efficiency it was decided not to have more than eight, which is the same number as last season.

A dearth of veterans presents itself this year with only five remaining from last year's squad on our team. As the squad usually consists of from 12 to 14 men it can be seen very readily that there should be some excellent competition for the various positions. When the call for candidates is posted, anyone who has any



Safety Jim says, "Safety Shoes are the only sure means of preventing smashed toes and serious foot injury." Do you wear them?

baseball ability whatsoever is expected and sincerely welcomed.

There will also be an inter-departmental league of from four to six teams to compete for the Bird Club Baseball Trophy which was won in 1935 for the first time by Ed. Hiller's Roofers. More detailed information on baseball plans as they develop will appear in a later edition of the Review.

The Bird Club Baseball Committee is composed of the following: Ernest W. Oakes, Chairman, Edward Hiller, Thomas Maguire, Carlton Rafuse, Maurice Tarr, Ambrose Fitzpatrick, John DeCosta.

Quoits

By Charles Rafuse

As soon as the weather permits, we are going to have a Departmental Horse Shoe League composed of teams in the three plants, namely, Main Mill, Floor Covering and Roofing. There will be singles and doubles tournaments throughout the summer, and judging by the keen interest which was shown last year we expect to keep the Horse Shoe quoits working overtime most of the summer.

It is quite likely that there will be a Horse Shoe League around Walpole and Norwood this coming season, and if so Bird & Son will have one or two teams entered in it. Last season showed up some exceptional talent, and our teams should do well.

Golf

By Kenneth Rouillard

Although definite plans for the 1936 Season of the Bird Club Golf enthusiasts have not as yet been perfected, the committee's present idea

is to have the play in the form of monthly tournaments instead of the long drawn out league as we had in 1935.

The young ladies' section is expected to get under way this year as quite a number of the female members of the Club have signified their desire to find out what it is all about. All in all a very interesting season is expected, and it should start very shortly as the course is in good condition and will probably be open for playing by the middle of April.

Tennis

By Frank Clem

As the Spring sun starts to dry out the Tennis Courts and the longer days approach, we look forward once more to the Tennis Season; with a break in the weather and the necessary co-operation of the Park Management we hope to be on the Courts by the first of May.

The Tennis Committee for this season will include—Frank Vietze, Albert Kimball, Stanley Phillips, Victor Babel, and Florence Nagel.

With the same players who have established a very nice record during the past few years, and with the addition of several promising younger players, our Tennis Team may expect another successful season, although a search for stronger opponents will continue. A second team will be promoted again to give the younger players a chance to gain experience. We hear of no experienced new men about the plant this year, but we hope to use Bob Turner, Flooring Sales correspondent, against some of our stronger opponents.

Because of the fact that the Francis William Bowl Tournament has dragged into the Fall in the past few seasons, causing the default of many leading players, it will be drawn the latter part of June this year. The girls' tournament will also get an earlier start.

Soccer

By John H. White

As we go to press, our Soccer team is scheduled to open its 1936 Spring Season on Sunday, March 29, against an opponent which has not yet been decided. We have four teams to meet to conclude the present season of the Boston District Soccer League. These are—

The Clan McGregor of Quincy
The Lusitania Recreation of Cambridge
The Lynn Riversides
The Dorchester F. C.

The first two mentioned will be played at East Walpole, and the Bird & Son team will travel to meet the other two.

We shall again take part in the popular Governor James M. Curley Cup competition, which will get under way during April. Having won this beautiful trophy in 1932, and arrived in the final rounds in 1935, we are hopeful of building a team capable of annexing this coveted major honor again.

Our present roster of players includes — Captain James Schuller, Harry N. Benson, Andy Wright, Walter McKenna, William Nicholson, Alex Foley, Tony Utoka, Melvin Nicholson, Edward Hogan, Carl Fredericksen, Daniel Costello, Hugh Gardiner, Augustus Hogan, Allen McIllree, Ernest Zinkowski.

We are hopeful of adding the National star, Thomas Florie, to put the much needed scoring punch into the offensive. Tommy has twice represented the United States, recently playing on the All-American team at Rome, Italy, in the World's Championship games.

Allen McIllree has recovered from his accident but will not be available this year. The clever Jack Smith has not yet lined up for this season, but it is hoped he will don the outfit soon.

Andy Wright, Soccer player who will be much in evidence as the season progresses this spring.



Suggestion Awards

FEBRUARY

THE following suggestion was classified as showing a Saving in Manufacturing Cost and given an award of \$10.00:

Ink Mill for FXR—John McMahon, FX2

The following suggestions were classified as of Intangible Value and given an award of \$5.00 each:

Clamp to Spread Wire Frame—Charles E. Anthony, DPP
Guard for Belt at DMP-5—Michael Burke, DMB
Guard on No. 3 Calender Stack—Lloyd W. Carpenter, DMPM
New Guide on Bearings on Rotaries—Lawrence Hubbard, FXR
Bench for Sealing Cases at FXRM-13—Felix Iarocci, FXR
Change Foot Rest on Pounder on Banbury Mixer—Loren Murphy, FBK
Ball Bearings on Slitter Shaft—Fred Pierson, DPM
Change Numbering of FB Work Orders—Robert A. Rodd, Jr., ACB
Guide for Asbestos Blanket—Edgar W. Ross, FXC
Rail on Platform at Roll Hoist FXCM-1—James Sabatis, FXC
Change of Tape Feeding on FXGM-35—Michael Sameski, FXG
Window Guard at FBN—Winfred Schaefer, FBN
Automatic Typewriter—Margaret Thompson, Chicago
Change Marker Blocks on 2 Hex Dies—Edmund Wenstrom, FBM
Offset Brake Arm on Die Roll FBPM No. 2 Machine—Edmund Wenstrom, FBM

Lawrence Hubbard, FXR and Edmund Wenstrom, FBM, received awards of \$10.00 each for five suggestions accepted.

MARCH

The following suggestion was classified as showing a Saving in Manufacturing Cost and given an award of \$10.00:

Change at Anvil Rolls—William McLauchlan, FBM

The following suggestions were classified as of Intangible Value and given an award of \$5.00 each:

Put Wrought Iron Handles on all Screen Waste Slides—Charles E. Anthony, DPP
Safety Catches for Guard Rails at FBK Mixing Platform—W. Raymond Bearce, FBW
Dado Saw for Circular Saw in FBM—Harry Bellew, FBM
Put Nuts on End of Gripper Rods on Job Presses—Edgar Bigelow, FXR
Left Hand Screw to Hold Arm of Sheet Control at FFN—Raymond Boyden, FFN
Use Metal Bars to Hold Spit Wires at Paint Boxes—Arthur Brissette, FFP
New Hooks for FX1 Crane and Rack to Put Them On—James Constantine, FXC
Pipe over Roll in FXCM-1—John Cook, FXC
Step Near Screen Mixer—John Glebus, FPB
Extend Walk-way on FXCM-1—John J. Goonan, FXC
Ventilator for FBV Locker Room—Joseph Guertin, FBV
Steps to Reach Switches FFN Hangers—Carl R. Hamilton, FFN
FXRM-15 Plate Containers—Arsene Marchand, FXR
Weld Angle Iron on Door at DPG—Fred Matthews, DP
Improvement on Feeder Stack at FXR—Joseph Ralkavich, FXR
Eliminate Division of Charge Reports from AT—Raymond F. Young, ACM

Charles Anthony, DPP and James Constantine, FXC, were given awards of \$10.00 for having five suggestions accepted.



"Captain" Edward L. Lincoln, of the Roofing Laboratory, who spends his summers at Falmouth and his Winters at the Hockey Games.

Men's Bowling League

ALL bowling records for the season are now in the clutches of "Buller" White who now has the following: High individual three string—360; High individual single string—143; High average for the season—104.

The High team three string record is still held by the Combiner team, and the No. 1 Box Shop team has walked off with the High team single string record of 536.

Standings of the teams as of March 20, and a list of those who have bowled better than 95 for the season are listed below:

Individual averages—

AMERICAN LEAGUE			
Team	Won	Lost	Per Cent
Combiners	38	10	.825
Roofing Samples	40	16	.714
Cost Accounting	35	17	.673
Roofing Mechanics	26	22	.542
Granules	26	26	.500
Box Shop	16	28	.364
Maintenance	10	26	.278
Flooring Sales	6	46	.115

NATIONAL LEAGUE			
Team	Won	Lost	Per Cent
Shoe Cartons	34	10	.773
Box Shop	38	18	.679
Print Machines	25	19	.568
Boiler Room	27	21	.563
Flooring	24	28	.462
Paper Machines	16	28	.364
FF Shipping	14	34	.292
Flooring Mechanics	13	39	.250

Name	Dept.	Total Strings	Average
White	FX1	42	104.0
Higgins	FFP	27	98.22
Dixon	FXC	27	98.21
Costello	FX1	24	98.15
S. D. Flaminies	FBN	30	97.27
Malouf	FBW	36	97.7

Jarlis	ERB	42	97.2
Kimball	AC	39	96.10
Farris	FF	30	96.1
Richard	FBW	36	95.26
Knaus	FBN	39	95.21
Farrar	FXB	27	95.14
C. Knaus	FXC	24	95.13

SHE STILL DIDN'T KNOW

A very nice old lady had a few words to say to her granddaughter.

"My dear," said she, "I wish you would do something for me. I wish you would promise me never to use two words. One is swell and the other is lousy. Would you promise me that?"

"Why, sure, Granny," said the girl. "What are the words?"

Birthstones

For laundresses, the soapstone;
For architects, the cornerstone;
For cooks, the puddingstone;
For soldiers, the bloodstones;
For politicians, the blarneystone;
For borrowers, the touchstone;
For policemen, the pavingstone;
For stock brokers, the curbstone;
For shoemakers, the cobblestone;
For tourists, the Yellowstone;
For beauties, the peachstone;
For motorists, the milestone;
For lovers, the moonstone;
For morticians, the tombstones;
For editors, the grindstone.

—Exchange.



BIRD PRODUCTS



Roofing Division

BIRD Shingles

NEPONSET Twins Thick Butt	Special 3 in 1 Thick Butt	3 in 1 Thick Butt
NEPONSET Double Twins	American Double Twins	Super 3 in 1 Thick Butt
Weather-Tex Thick Butt	Loc-Set	Hex-Twins
Custom Built	Lock-Butt	Individuals
Art Wall Siding	Bric-craft Siding	Weather-Tex Siding
		Art-Bric Siding

BIRD Roll Roofing

Paroid	Art-Hex	Mineral Surfaced	American Ready	Old Reliable
Universal	Mineralite	Banner	Waterdyke	Proslate Roofing, Blind Nailed

BIRD Building Papers

NEPONSET Black	Saturated and Coated	Super Sheathing	Economy
Refrigerator Insulating	Reenforced Kraft Paper	Duplex Kraft	

BIRD Wallboard

NEPONSET Wallboard	American Wallboard	Art Craft Wallboard
NEPONSET Tileboard	American Wallboard, Green One Side	Poster Board

BIRD Specialties

BIRD Built-up Roof Materials	BIRD Deadening Felt	Tarred Felt	Asphalt Felt
	Plastic Cement	Roof Coating	

Flooring Division

BIRD NEPONSET Rugs	BIRD NEPONSET Floor Coverings	
	BIRD NEPONSET Rug Border	
Economy Rugs	Economy Floor Coverings	
	Economy Hall Runner	
	BIRD NEPONSET Hall Runner	
BIRD Lining Felt	BIRD Saturated Felt	BIRD Duracork Floor Covering
BIRD Duracork Border Material		Rubberlike Matting

Box Division

Solid Fibre and Corrugated Fibre Shipping Cases	Fibre Wood Frame Shipping Cases
Textile Boards	

Carton Division

BIRD Shoe Cartons	NEPONSET Waterproof Paper Flower Pots	
Tack and Screw Boxes	Plant Bands	Plant Boxes

Special Paper Division

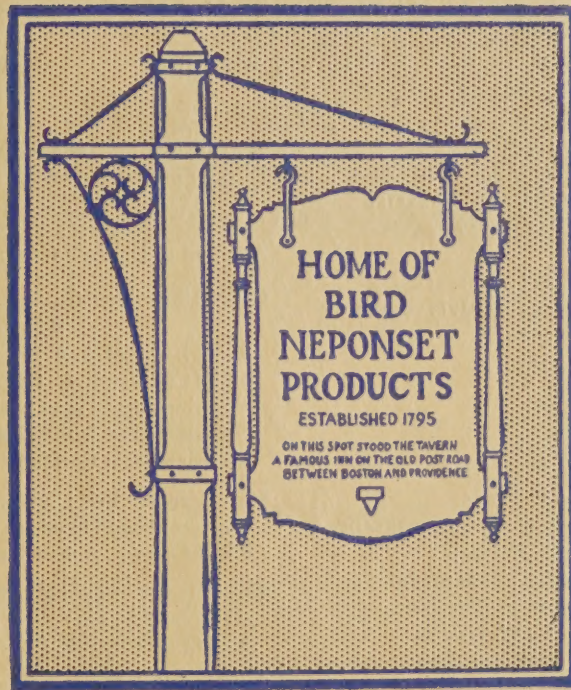
Index Pressboard	Socket Lining Paper	Rocket Paper
Dry and Waterproof Felt Papers for Special Purposes		
Industrial Filter Paper		



{List of Bird Products on Inside Back Cover}

BIRD'S *Neponset* REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.



Roofing Quarterly

VOL. XXIV NO 3

JUNE 1936



BIRD & SON, inc.

Established 1795



East Walpole, Massachusetts, U. S. A.

Paper Mills
East Walpole, Mass.
Phillipsdale, R. I.

Box Factories
East Walpole, Mass.

Flooring Plant
Norwood, Mass.

Roofing Plants
Norwood, Mass.
Chicago, Ill.

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NORWOOD, SAVANNAH, SOUTH KEARNY, ST. LOUIS

BIRD'S NEPONSET REVIEW

VOL. XXIV

JUNE, 1936

No. 3



Some of the principals in the cast of the sketch given at the recent Bird Club Minstrel Show. This picture was taken the night of the Dress Rehearsal and does not include the full cast. Left to right — Edgar Grout, the Rube, Albert Kimball, his son, Harold Smith, a negro porter, Ralph Farris, Englishman, Margaret Owens, Frenchie, George Lane, Mr. Shean, Julia Lewis, Mrs. Shean, Helen O'Kane, Mrs. Gallagher, Wesley Beaulieu, Mr. Gallagher, Charles Bean, negro porter, and George Kinsman, a guest. Others who took part in this sketch include—Edgar Tarr, Maxmillan Rabinovitch, James Sullivan and Edward Travers.

Minstrel Show Is Huge Success

Cast of Ninety People Give Fine Performances Before Two Capacity Houses

"BEST show I have seen in years," "Best party the Bird Club ever put on," "I never knew we had such talent," "I hope they do something like this every year"—such are the comments coming from approximately eighteen hundred people who attended the performances of the Bird Club Minstrel Show staged at the Norwood Junior High School on May 15th and May 19th. Capacity houses thoroughly enjoyed the show on both nights, and the spectacle of the "Bosses Ballet" had them fairly rolling in the aisles. More than ninety people were in the cast of the sketch and the Minstrel Show, and in addition there was a group of twenty or thirty more who served as

ticket sellers, ushers, stage hands, and in various other capacities to make the show a success.

Dancing followed each performance with music by Harold Kiley's orchestra and was enjoyed by a large crowd on both nights. Comments from all sides, as well as the record attendance, indicates that this was one of the most successful parties ever run under the auspices of the Bird Club.

The show was divided into two parts—the first part being a Musical Comedy and the second part a straight, old-fashioned Minstrel Show. The scene of Part I is laid in the Reception Room of the Happy Hunting Club. As the curtain rises

the guests are gathered around the tables singing a catchy tune "A Happy Hunting Honeymoon" and 7 hunting girls in costume are dancing. At the close of this number we learn from a conversation between the genial president, Edgar Tarr, and the guest, George Kinsman, that the Club is really a refuge for "the people who are hunting quiet and rest from domineering wives or husbands." They have been fortunate in obtaining a fine Club House because of the fact that the place is reported to be haunted. At this point in come two famous guests, Mr. Gallagher and Mr. Shean, who have given their wives the slip and are craving excitement for the even-



"Every Time I think of the Wart Face, I get Seasick". Julia Lewis as Mrs. Shean, describes her husband to Ralph Farris, the English Lord, while Helen O'Kane stands by thinking up something nasty to say about her husband Mr. Gallagher. Mr. Gallagher (Wesley Beaulieu) can be seen peering from behind the screen at the extreme right.

"Why in tarnation did you shoot my cow?" All eyes look to the English Lord as the Rube and his son ask this question. Edgar Tarr, second from the right, as President of the Club, is preparing to make this bird pay for the damage.



ing. The red-bearded Irish gentleman was played by Wesley Beaulieu and was one of the big hits of the Show. His Jewish friend, Shean, with derby, side whiskers and an accent, was ably played by George Lane. These two pals are elated at the news that some chorus girls are expected from New York and they decide to stay around until the girls arrive. They leave the stage, and two colored porters, Henry and William, who have been listening in the background are left alone. The chorus girls are not bothering them but the rumor about the haunted house is worrying them a lot—especially as the ghost himself (Maxmillan Rabinovitch) appears on the scene followed a few minutes later by the pale-faced ex-servant (James Sullivan) who committed the murder many years ago. Henry has a continual case of the jitters, and William's comforting remarks about the cemetery don't help him much. When we tell you that Henry was played by Harold Smith and William by Charles Bean, it goes without saying that we saw the two best blackfaced white men this side of the Mason and Dixon line.

Complications

Things really begin to get complicated when Mrs. Shean (Julia Lewis) and Mrs. Gallagher (Helen O'Kane) arrive on the scene, and learn from the porters of their husbands' plans to date up the chorus girls. The porters hurriedly hide the women behind two screens just as Gallagher and Shean arrive with the vampiest of the vamps, Frenchie (Margaret Owens). The scene that follows is full of laughs and is only equalled by a similar scene which occurs a few minutes later when the tables are turned and Mrs. Gallagher and Mrs. Shean flirt with an Englishman (Ralph Farris) as the two men watch from behind the screen. The accent of Frenchie, and the costumes and brogues of both Mrs. Gallagher and Mrs. Shean brought down the house. Ralph Farris with his monocle and elegant manner, was the perfect English Gentleman just over from Dear Old London.

Although the women were really flirting with the English Lord just to make their husbands jealous, the two men take it all very seriously and leave the stage to plan some immediate action, just as the Rube (Edgar Grout) and his son (Albert

Kimball) appear on the scene. The Rube proceeds to sing a ditty about Hiram, "A gosh durned doodle dasher" from the farm who goes to town. Then follows a funny skit between the farmer, his son, the president and the English Lord, in which the farmer and his son accuse the Englishman of killing their old cow, thinking that it was a moose. The farmer tells his story, the son puts in his two cents worth, and finally the Englishman pays up in hard cold cash, and the matter is settled.

Final Scene

In the final scene, the Gallagher and Shean families are re-united with forgiveness on both sides and the promise never to go astray again. Frenchie and her English Lord settle their argument by going for a stroll in the moonlight, just as the president rushes in to announce that the Bird Club Minstrel Troupe has come to town and suggests that they all go to see the Show.

In addition to the opening dance number, two Waltz Clog numbers—one by the girls and the other by the men are put on during the course of the play. Both these numbers

were well done and received generous applause.

The climax of the entire evening came at the close of the play, when the curtains re-opened and 18 enchantingly beautiful ballet dancers sprang out from the wings and to the tune of "Narcissus" executed some of the most amazing steps ever seen in this country or abroad. Such grace and beauty, such Venus-like forms, and such beautiful faces have never before been seen at any Bird Club party. The applause was tremendous—necessitating several encores. Such was the Bosses' Ballet.

Waltz Specialty

To the strains of "Beautiful Lady in Blue" Margaret Owens and Sigurd Gustafson next did a Waltz Specialty that won't soon be forgotten. They make a fine team and really did a beautiful job with a difficult dance number. Many people considered this one of the finest numbers on the program.

Two other Specialty Numbers were put on before the intermission—the first a song and dance specialty by Marion Mosher and Margaret O'Neil—two talented little dancers from Dorchester, and second, another dance number, a Rhythm Buck by a group of our own Bird Club girls, with Miss Lillian Welch singing the vocal solo in "How Do I Rate with You."

Part II of the program was a typical old-fashioned Minstrel Show with six end men, Sigurd Gustafson, Richard Jenkins, Theodore Pieconka, Frank Shimsky, Edmund Fitzhenry, Charles Bean, a generous sprinkling of jokes, some fine tambourine work and a number of excellent specialty numbers. Charles Bean stands ace-high among end men anywhere, and his song—"Wah-loo"—was a good climax to the show. Ed. Fitzhenry's rendition of "The Pig Got Up and Slowly Walked away" is also worthy of special mention. The two little girls from Dorchester, Margaret O'Neil and Marion Mosher, gave another fine dance number and Edgar Grout topped his nasal twang of the first act and sang a straight solo "Song of Songs." Wesley Beaulieu, still in fish make-up, did an Eccentric dance that brought down the house, and Miss Florence Feeley in a special song and dance, "Let Yourself Go,"

was one of the most pleasing numbers on the second half of the program. At the Tuesday night performance Joe Godfrey, the boy with the nimble feet, also danced a special number. In the finale, the chorus was assisted by members of Company G, 101st Regiment of Infantry, Massachusetts National Guard, who

carried the National colors on the stage and helped to make a fine closing scene. Dancing followed until 1:00 and was enjoyed by a large crowd on both nights. Music was furnished by Harold Kiley's Orchestra.

Counting members of the cast, the chorus, the dancers, the end men,

No. 1 Waltz Cloggers—Laura Farris, Edith Nixon, Gilda Campagna, Louise Geary, Amelia Galgauskas, Evelyn McNulty, Helen Makarevich and Helen Owens.
No. 2 Rhythm Buck Girls—Frances Chaffee, Margaret Owens, Lillian Gardner, Betty Benson, Lillian Welch (who did the solo) Mary Blazonis, Julia Lewis, Ethel Burhoe and Pauline Kasuilinos.
No. 3 Hunting Girls—Mary Blazonis, Frances Chaffee, Fern Rafuse, Lillian Gardner, Betty Benson, Pauline Kasuilinos and Ethel Burhoe.





"Is It True What They Say About Dixie"—Scene in the Minstrel Show taken while Sigurd Gustafson and the Chorus were singing the first End Song.

and specialty actors, almost 100 people took part in the performance. In addition there are others who gave valuable assistance as ushers, ticket collectors, stage hands, and from every one the fullest co-operation was received. The great success of the show is undoubtedly due to the fact that everyone gave his full share of both time and effort in helping put it over.

The Constitution--- Guardian of Liberties

THE Constitution guarantees for all time the individual liberties of the people of the United States, and while it stands the government is required to recognize the following rights of the individual:

1. The Writ of Habeas Corpus safeguards the individual against false arrest and imprisonment.
2. A man cannot be jailed for some offense which was committed before the law made his act something wrong to do.
3. Trial by jury for every individual.
4. Limits upon what can be called Treason. This protects the individual from being shot for disagreeing with those in power.
5. Religious freedom.
6. Freedom of speech.
7. Freedom of the press.
8. Freedom of Assembly.
9. The right to petition the government to right wrongs.

10. The right of a person to the security of his own house, which can only be searched on a court warrant.

11. The right to an indictment, so that if a man is arrested, he can know the nature of the crime of which he is accused.

12. A man cannot be arrested twice for the same offense if he was once declared not guilty.

13. An individual cannot be forced to testify against himself. That protects him from torture—which is still in use in some countries.

14. An individual cannot be "deprived of life, liberty or property, without due process of law."

15. No one's property can be seized without paying him for it.

16. A person is entitled to a speedy and public trial, by an impartial jury in the state or district where the crime has been committed.

17. Excessive bail is forbidden.

18. The right of citizenship or of equal protection of the law cannot be abridged. No political group can pass a law removing the right of citizenship of any class or group.

19. No one can be enslaved.

If you will look about the world today, where almost everywhere there is political confusion leading to dictatorships, you will realize how important these rights are to you. Now, these rights cannot be taken from you as long as the Constitution stands. These rights cannot be changed or abridged except by a slow and difficult process.

No one wants to be enslaved by the loss of these rights.

Hand Ball League

RESPONSE to the recently posted notice about a Bird Club Hand Ball League indicates that there is quite a bit of interest for such a League among the Bird Club members. Applications are now being received by George Lane, Roofing Mill Shipping Department and it is not too late to send in your name.

If there is sufficient interest, the Hand Ball Committee hopes to build more than one court, thus permitting more people to play at one time. It is an interesting and helpful sport and of great benefit to both young and old, as well as a pleasant method of getting that much needed exercise, so, if you are a Hand Ball enthusiast, sign up today. If you are not, sign up anyway and become one.

Horse Shoes

THE noon hour seems to be the most popular time of day at the Horse Shoe Pitches. Quite a large group are playing at each mill both at noontime and after work at night, but the majority of the players prefer to play informally among themselves rather than in tournaments or matches.

However, the Horse Shoe Committee will continue to arrange for tournaments for those who wish and a doubles tournament is to be started immediately. Upon its completion there will be a singles tournament for all the mills.

Margaret Owens and Sigurd Gustafson, whose Walt Specialty Number was one of the hits of the Show





Florence Feeley, snappy tap dancer, whose Specialty number "Let Yourself Go" was much enjoyed

Tennis

By Frank Clem

BECAUSE of an unusually late Spring and a lot of wet weather the Tennis season is getting a late start. The few lead tapes on the Walcott Avenue Courts should greatly improve playing conditions throughout the season.

No outside matches have been arranged as yet, but managers Stanley Phillips and Victor Babel of the First and Second Teams are working on their schedules, and will have announcements to make very soon.

All entries for the yearly Francis William Bowl Tournament must be in by June 27. This tournament is open to all Bird & Son workers, and residents of Walpole. Quite a large entry list is expected.

A tournament for the girls will be run again this year and will probably start about the middle of July. Watch the Bulletin Boards for further announcements.

First Aid Course

SEVENTY-FOUR workers have completed courses in First Aid at our plant this Winter. Thirty-three certificates were given in the class conducted by Mr. George Johnson, First Aid Instructor from Boston Chapter of the American Red Cross, and

forty-one certificates were issued by Dr. Henry M. Barone, who conducted the class for the Bird Club organized by John Bradley, Flooring Plant Chemist. Both classes were very well attended throughout the term of the course and a very high percentage of the original enrollment passed their work and received the official certificate in First Aid. Those who completed Dr. Barone's course are as follows:

Victor Babel	Ernest Paciorkowski
William Bearce	John Pazniokas
Arthur Bent	Edward Phillips
John Bradley	Stanley Phillips
Frank Clem	Theodore Pieczonka
Ernest Coleman	Maxmillan Rabinovitch
Roy Cooper	Carleton Rafuse
Thomas Coyne	Frank Reynolds
Earle Davis	Ernest Rockwood
Albert Eckert	Thomas Rogers
Walter Erker	Martin Scampini
Joseph Erker	Berton Seekins
Lawrence Gammell	Patrick Sylvester
James Garner	Harold Smith
Victor Grant	James Smith
James Hanley	Arthur Spinks
Peter Maduskine	Frank Troiano
Charles Makarevich	Arthur Vincelletto
John Marcellus	Arthur Walker
Elton Moore	Howard Whitney

Stephen Wozniak

Those who completed Mr. Johnson's course:

Austin Allen	William Ivatts
Louis Bagley	Edmund Johnson
Benjamin Baranowski	Roland Johnson
William Barrett	Edward Knaus
Nelson Bartlett	Peter Knox
Stephen Cavanaugh	Allen McIlree
Charles Cobb	John McMahon
Louis Coburn	Richard Morris
Robert Deane	Perley Mudgett
John De Costa	Herman Nordstrom
Russell Ferguson	Ernest Oakes
David Fleming	Matthew Phillips
Albert Gilmore	Charles Rafuse
Howard Hewins	Kenneth Towle
Ralph Hildreth	George Wallace
Lawrence Hubbard	James Weir
Winslow Whittier	

Plant Council Elections

Two new members have recently been elected to our Plant Councils. At the Roofing Plant—Howard Bearce was elected to fill the vacancy in the voting division at the Granule Plant which was caused by transfer of his brother William Bearce to another department. At the No. 2 Box Shop John Ginley is the newly elected member taking the place of John Hutchins who resigned from Bird & Son last month to take up new duties as a local police officer.

We congratulate the two new representatives and wish them a successful term of office during the remainder of the year.

I'd like to be a could-be,
If I couldn't be an are,
For a could-be is a may-be,
With a chance of reaching far.
I'd rather be a has-been,
Than a might-have-been by far.
For a might-have-been has never been,
But a has-been was an are.



This is what the flood did to one house in Lowell, Mass Taken by Herman Nordstrom, Paper Machines.

Golf

By K. G. Rouillard

WITH two very evenly matched teams, the "Birdies" and "Eagles," captained by Jack Bradley and Charlie Sumner respectively raring to go, the matches for May started on the 12th. We are playing once a week matches scheduled for Tuesdays. To date the matches have been very closely fought with the outcome always in doubt.

As this is written the "Birdies" hold the lead by a scant margin but Charlie Sumner and his mashie-wielders promise a snappy comeback.

In June, the matches will be played in Scotch foursome style as a variation from straight fourball play.

The girls, about forty, have been taking class lessons from Marty Keane at Walpole for a month or more. They are fast learning the game and will be out playing matches soon. Peggy Rourke, reporting for these girls, says that they intend to have a two team league the same as the men—which should prove interesting.

Attractive Rose Garden of Marshall Meyer, Chicago Plant. This is a beautiful spot at this time of year.





Fannie Murphy, No. 2 Box Shop, com'etted 50 years of service with Bird & Son on May 1, 1936. She is shown here with a group of executives who congratulated her on the anniversary and presented her with a check for \$500. Left to right—Ralph Wilkins, E. H. Bartlett, Fannie Murphy, P. H. Bailey, A. H. Anderson, B. H. Roberts and R. L. Tupper.

Observes Fiftieth Anniversary

ON May 1, 1936, Miss Fannie Murphy of the No. 2 Box Shop celebrated her 50th Anniversary with our Company. She is the first woman in our organization ever to achieve this distinction of completing 50 years of active service.

At a meeting in the Directors' Room, she received the personal congratulations of a number of the management officials, and was presented a check for \$500 by President B. H. Roberts. Throughout the day she received congratulations from a large circle of friends, many of whom had been associated with her during her years of service.

Miss Murphy first came to work for Bird & Son as a young girl in the "Old Box Shop" and at that time there were only 7 girls and 4 men employed in the shop, the work of the girls consisting of folding and pasting the tack boxes by hand. A speedy worker usually averaged between 10,000 and 12,000 boxes a day. Miss Murphy remained on this work, in which she was very efficient, for many years and saw the department grow until there were 35 girls on this same operation. About 1908 the automatic pasters were introduced into the box shop, eliminating the girls from this work, and at that time Miss Murphy became a Forelady in the Department. She has always served in this capacity

since, and at the present time is the Assistant to Mr. Hunt in the Department which handles the production of flower pots, tack boxes, American screw boxes, filter paper and some shoe cartons.

Very early in her career, Miss Murphy established a record for herself as an exceptional worker, and today as always she is still the same industrious worker, very efficient, and absolutely dependable. She has been a great credit to Bird & Son throughout every one of her 50 years of service, and it is with sincere pleasure that we extend to her the congratulations of the entire organization and wish her many pleasant years for the future.

Birthday Party for A. R. Jenkins

A. R. (AL.) JENKINS, 70 years young (and believe us he is) was on the receiving end of a select Birthday Party given him by the Foremen of the Flooring Plant on Monday, May 18, at Bishop Tavern in Wrentham. The Supervisors of the Flooring Plant attended and presented Al with a gift. Letters from Mr. Allen, Mr. Bartlett and Mr. Bird were received and read at the party. Al

always was and still is the life of any party. He can give it and he can take it, as some of the boys found out that evening; and we might add that a good time was had by all and refreshments were served. Those who attended included—

Ralph M. Wight, B. H. Bailey, Leo R. Bernier, James Graham, Frank Sutherland, Jesse Ghen, Sydney Taylor, Nelson Phillips, Michael Shergals, George Wood, Stuart Nickerson, B. D. Rogers.

Soccer

By John H. White

Bird & Son, inc. Team

THE Boston District Soccer League season has been completed by our Team with the four Spring Season games played, resulting in two wins and two defeats. We lost to the Lynn Riverside and the Dorchester Team and won from Clan MacGregor and the Lusitania Recreation Team. In the League standing we finished 6th for the year.

The Governor Curley Cup series will see our team strengthened and rated a fair chance to win. Jack Smith has signed his papers and played with us against the Lusitania Recreation Team. He will be a great help in the coming Cup Games.

Inter-Departmental Games

The first Inter-Departmental Soccer games ever played by Bird & Son teams proved a real attraction and provided a fine evening's pleasure for players and fans. The first contestants, the Floor Covering Plant vs. the Roofing Plant, met on the Athletic Field on Wednesday evening, May 6. The teams were well matched and fought a hard battle, with the Roofing booters' taking the lead in the first half as Charles Chorlton scored in a pass by Captain Hugh Gardiner. "Red Coyne" put the Flooring on even terms by converting a pass from his Captain, John McDougall, half way through the second period. Both teams worked hard to gain the victory, but a tie of one goal each resulted and a replay was arranged. The next game will be between the Roofers and a Main Mill Team.

Bowlers End Season with Big Banquet

"I'll Get By!"

COMPLETING a very successful season, more than 200 bowlers and their friends gathered at Wightman's in North Attleboro on the 7th of May for their annual banquet. A fine dinner was served and was followed by the awarding of prizes for the season; Joseph A. Sheehan presented the Girls' prizes, and B. D. Rogers the prizes to the men. A group of peppy entertainers from the White Entertainment Bureau put on a very fine show. Miss Florence Fleming acted as Master of Ceremonies and introduced the Blue Ridge Mountaineers Hill Billy entertainers, the Captain and the Sailor in a comedy sketch, and Buddy and Louise, two snappy tap and buck dancers.

At the close of the entertainment dancing was enjoyed by the entire group with Harold Kiley's orchestra furnishing the music. Mr. Kiley's band also played during the banquet.

This is the first time that both the men's and women's teams combined for their banquet and because of the great success of this party, it will probably become an annual affair.

Winners in the Men's League for the season are listed below:

Winning Team American League—Combiners from No. 1 Box Shop.

Winning Team National League—Shoe Cartons No. 2 Box Shop.

Winners of the Roll Off—Shoe Cartons.

High Individual Average for Season—F. H. White, No. 1 Box Shop. Average 103.4.

High Individual Single String—Guy Hoyt, No. 2 Box Shop—149.

High Individual Three Strings—F. H. White, No. 1 Box Shop—360.

High Team 3 Strings—No. 2 Box Shop—1537.

High Team Single String—Print Machines—558.

Winners in the Girls' League:

Winning Team American League—Advertising Department.

Winning Team National League—No. 2 Box Shop.

Winners of the Roll Off—No. 2 Box Shop.

High Individual Single String—Mary Bannon—Billing Department—128.

High Individual 3 Strings—Astrid Anderson—No. 2 Box Shop—327.

High Team Single String—Accounting—476.

High Team 3 Strings—No. 2 Box Shop—1346.

THAT was the theme song of a certain factory worker. He was not particularly interested in his job—in fact, he was rather inclined to look down on it as a necessary nuisance. He thought he was too smart TO WORK for a living—he felt he was entitled to a better paying and more responsible position—one where it wouldn't be necessary to soil his hands. "I'll get by all right," he said—and he settled down to do just that.

But this wise young man was only fooling himself. He picked a sure way of turning his work into drudgery—and instead of improving his chances for advancement to a better job, he was killing them. No need to tell you who he was, there's generally one or more of his type in every shop.

Sliding through life with the least amount of exertion—just trying to "get by" represents an unfortunate frame of mind. When a man decides his work does not merit any particular interest or effort he makes his lot just that much harder and his chances of absolute failure just that much more certain.

This is a tough old world for the "just get by" boys—they don't last long anywhere.

—Industry and Labor.

200 Bowlers and Friends having a "Swell Time" at Wightman's in No. Attleboro at the recent Bowling Banquet.



BIRD'S NEPONSET REVIEW

Vol. XXIV June, 1936 No. 3

Published by the Employees of Bird & Son, inc.
In the Interests of the Company and Its
Workers

For the Promotion of
Good Service Good Business
Good Will

Mills: East Walpole and Norwood, Mass.
Phillipsdale, R. I.; Chicago, Ill.

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C. W. Conrad	B. D. Rogers
Editor	Circulation Manager
E. M. Grout	A. S. Blaney
Printing Foreman, F. R. Meyer	

*A thing done right today means less
trouble tomorrow.*

Who Will Get the Soldiers' Bonus?

THE following Editorial recently appeared in the Boston Traveler and it is so timely and to the point that we are reprinting it here:

Who'll Get the Soldiers' Bonus?

Veterans who receive adjusted compensation, miscalled the bonus, have a perfect right to do with it as they please. It is their money. This fact is too obvious for any newspaper to attempt to tell veterans how to spend their money.

It is in order, however, for any decent newspaper to advise how not to spend money so dearly earned.

Think of the risks these men took to qualify for this compensation. Think of the suffering, the interruption to their careers, the disturbance to their entire lives.

And think of the horde of harpies waiting to pounce upon veterans and sell them worthless goods.

Veterans, see to it that in spending your money you and your families have something to show for it after it is spent. You can reduce your debts. You can give things to your families, things they yearn for or need badly. You can improve your house if you own it or make its interior more pleasing if you either own the house or rent it.

You may use the money to help educate your children. There are ever so many profitable ways to spend the money. You may spend it early. You may wait a while. But when you do spend it, have something to show for it. Invest it in goods or any of the many ways which will return dividends in the pleasures and usefulness of possessions or in the continuing appreciation of the pleasures of whatever investment you make with your compensation.

Briefly, veterans should see to it that the "bonus" really goes to them and that they are not merely agents through whose hands the money passes quickly to the horde of fakers ready to take it in exchange for trash or trickery.

Will You Be a Victim?

UNLESS we do something about it immediately, one out of every twenty men, women and children in this country will be killed or injured during the next five years in a motor vehicle accident. These figures are not somebody's wild guess, but are based on actual figures for fatalities and injuries last year.

One out of twenty is bringing death or an accident to every one's family or friends' circle. It means that when you are in the company of twenty persons, one of the twenty including yourself may be struck down by death or accident, due to motor vehicle operations, within the next five years. Another tragic angle is that death and accident figures prove that last year one in every 700 automobiles and trucks operating on our streets and highways was a death vehicle.

Suppose it were announced that one person in every twenty of our entire population would be killed or injured within the next five years due to eating a certain food, following a given occupation, wearing certain clothes, or pursuing a certain recreation—unless we did something about it. The answer is that most of us would do something about it, and do it in a hurry. One in twenty brings the danger pretty close to home and makes us realize that immediate action is necessary, and yet for some strange reason which no one can explain, although we are

warned constantly of the dangers and the hazards of automobile driving, deaths and accidents continue and increase, and most of us think very little about it.

Luckily both State and National organizations have realized this increasing tragedy and are taking drastic action to put a stop to it.

One in twenty—those are not pleasant figures to think about, but they need not come true if 25,000,000 automobile drivers decide to do something about it. Industrial accidents have been reduced unbelievably, and are still being reduced. The same thing can and must be done about accidents on the highways.

John Lewis

AFTER a lingering illness John Lewis, of the Chicago Plant, passed away on April 23rd.

Mr. Lewis started work at the Chicago plant in February, 1921, working for a number of years in the Oiling and Cleaning department, and transferring later to a watchman's job. He left work because of sickness on April 30, 1935, and was retired from active service shortly after that.

We extend our sympathy to his family.

Walter Sword

JUST as we go to press word comes of the sudden death of Walter Sword, paper maker in our mills for thirty-three years. Walter had worked through Friday, May 29th, and had been in his customary health. About noon on Sunday, May 31, he complained of not feeling well and summoned a doctor. He grew steadily worse and passed away that evening at his home, 19 Gould Avenue, East Walpole.

Mr. Sword came to work on No. 3 Paper Machine on June 1, 1903 and worked up to the position of Machine Tender, holding that job for many years. He was a very capable and skilled craftsman and well liked by all who knew him. His daughter, Annie, works at the No. 2 Box Shop, and his son, Walter 3rd, at the Flooring Plant. He was nearly fifty years old at the time of his death.

We extend our sympathy to his family.

To Help You Sell Bird Building Products

CONCENTRATED on these next few pages are the chief features of a line of Building and Roofing products which are not only up to the minute in design and quality from the customer's point of view, but which offer distinct sales advantages to you—sales advantages which we sincerely believe are not to be found so completely satisfying in any other similar line of products on the market today.

First and foremost, as always, is Bird quality, established in the early days of American Liberty, and today one of the chief reasons for the success of hundreds of Bird dealers the country over. On a later page, we refer to a series of bulletins on Quality which you have been receiving from us since the first of the year. Continuous demonstration

of the superior qualities mentioned in the bulletins should help you have even greater volume of sales this year.

The most valuable kind of merchandise for real profitable turnover is the product which is distinctive—a product which by its construction or appearance possesses an immediate sales appeal, and at the same time has an individuality that makes it shine out above all others. Bird Thick Butt Shingles and Bird Art Bric Siding have been such products since they first appeared on the market; and we have a similar great leader for 1936—namely, Bird Weather-Tex Shingles.

Weather-Tex Siding gained its popularity almost overnight when first brought out last year, and we predict another big season for this

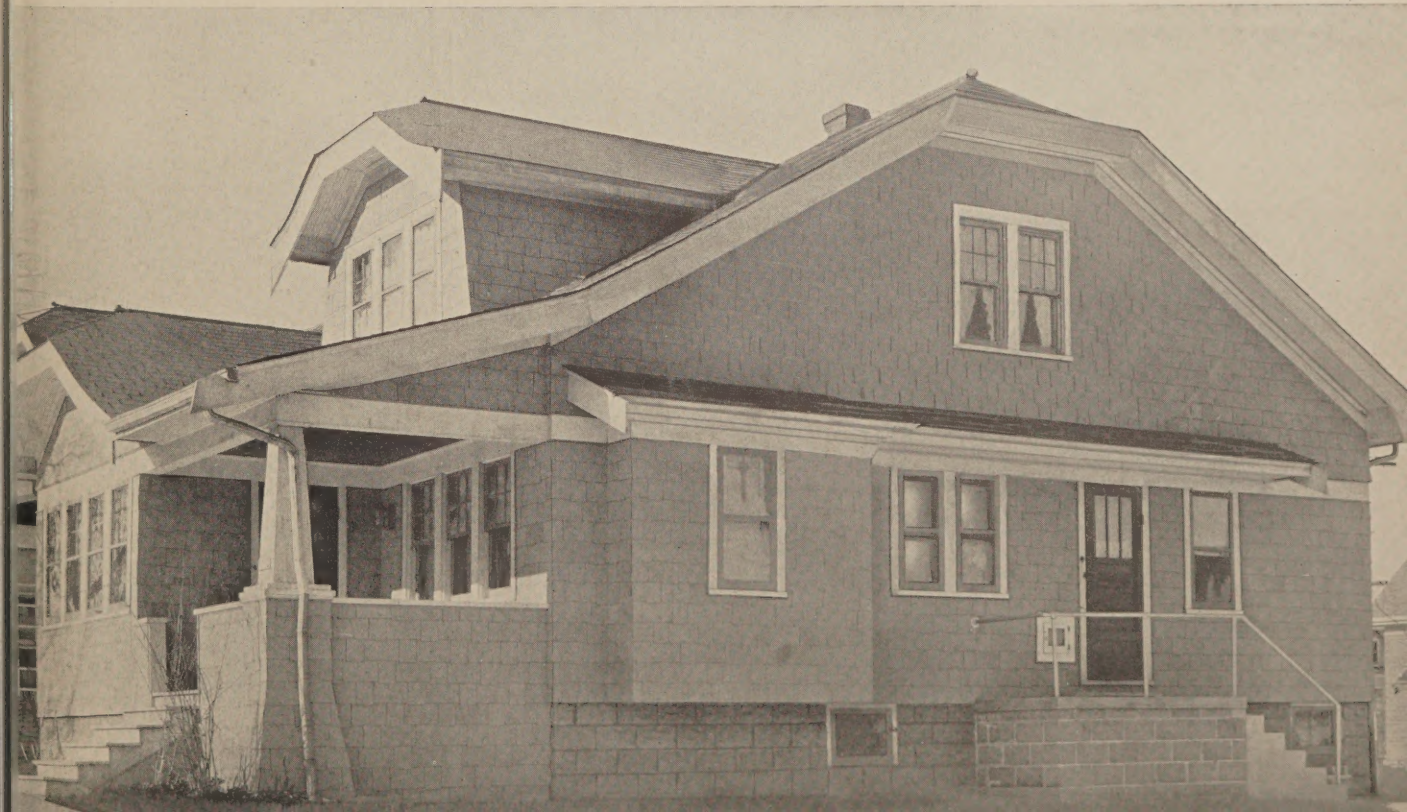
year, together with the new Weather-Tex Wave Edge Siding with its surprisingly different appearance.

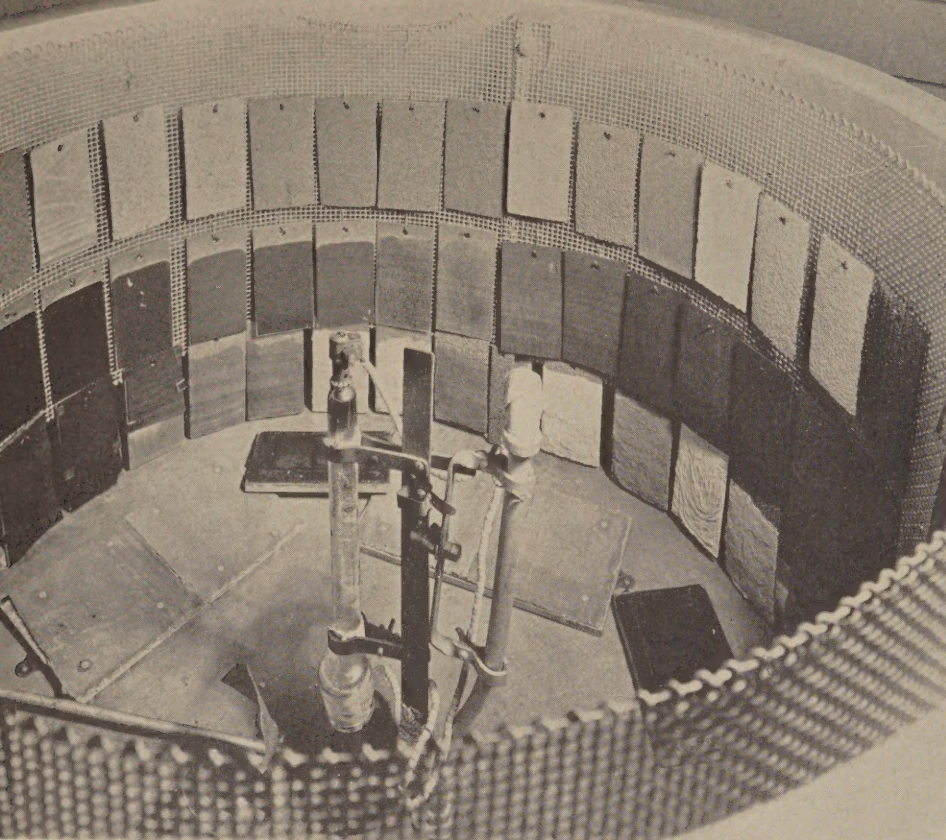
Bird Wallboard really came into its own last year, and any number of you can testify that it proved both popular and profitable when properly advertised. From the following pages you will learn an interesting story of our Poster Board and Art Craft Board, which are closely related to Wallboard, and which are now finding a wide market in all types of advertising and Art displays.

With a full line of more than 50 different products, every one of them bearing the Bird stamp of quality, and many of them carrying distinctive features which mean increased sales and increased profits, we are "at your service."

Watch these Bird products bring profit to you.

An artistic job of Weather-Tex Siding, Shale Gray, in West Allis, Missouri.



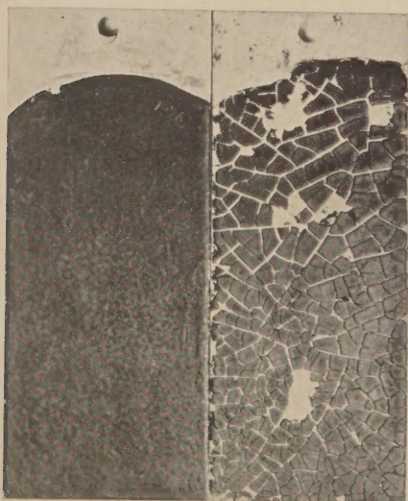


Accelerated Weathering Tester at our Roofing Laboratory. A month of weathering in this tester is equal to twelve months out-of-doors.

Join The Parade

LIKE the circus parade which draws the crowd and fills show tents to over-flowing, there is a growing parade today of enthusiastic Bird dealers who are attracting customers and increasing their business through constant emphasis on the fine quality

Both of these samples were weathered under the same conditions, and for the same length of time. Bird Asphalt is on the left—ordinary asphalt on the right. Which would you choose for the shingles on your roof?



of Bird products. In this parade there are no freaks—no clowns and no elaborate trappings, but there is an ever-lasting insistence that quality does count, that Bird products are built to endure, to give long service, and permanent beauty.

The chief features of Quality have all been outlined to you in a series of Bulletins distributed since the first of the year. Read these bulletins again and discover once more what a powerful line Bird has for you. Think of the built-in quality of Bird Felts, with their criss-crossing of fibres for extra strength; think of the superiority of Bird Asphalt which in test after test has proven its ability to remain pliable and not crack up and deteriorate even under

the most severe weather conditions think of the convincing demonstration with the scuff test as absolute proof that our coatings and surfacing are shatter-resistant. And as seeing is believing, what more climaxing proof can you offer a customer than the Thick Butt feature and the round cut-outs on Strip Shingles? Here is quality which does its own talking. The advantages are obvious even to the man who has never bought a shingle before in his life.

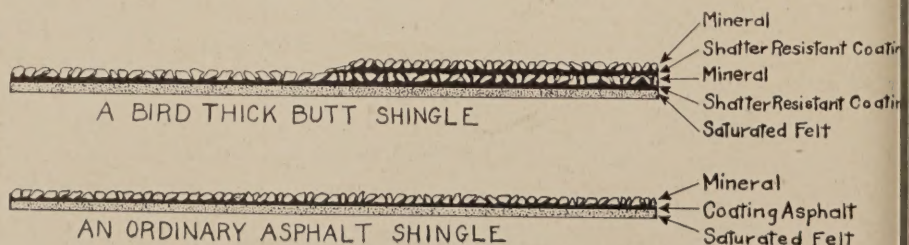
These are only a few of dozens of selling points on quality. Others have probably occurred to you as you have read this, and still others will come to mind when you examine the whole series of Quality Bulletins again, and so in all sincerity we say again—read and re-read these bulletins until you have squeezed from them every bit of sales value. They have all been written for the specific purpose of helping you sell more Bird Roofing.

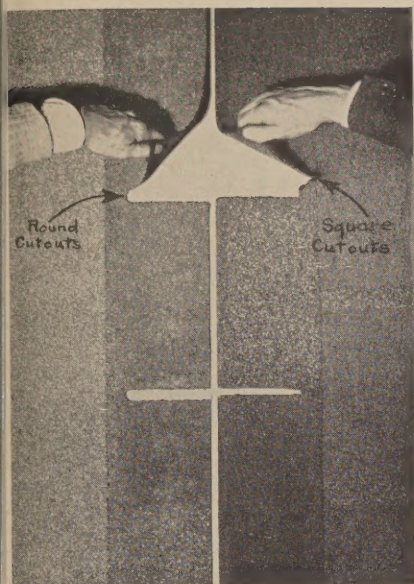
When You Want the Best Built-Up Roof, Get a Bird Roof

THE satisfaction which a Bird Built-Up Roof gives is the result of two important factors—first, the suitable materials and second, the correct application of these materials.

We have built up our reputation for quality in these materials over a quarter of a century of manufacturing experience. We make certain of the correct construction on the roof by requiring definite specifications which we know are satisfactory and by approving only those applicators who have proven to us that they are qualified to build a roof in the correct way and according to our definite specifications.

From the very start we have always insisted that a Built-Up Roof should carry some sort of mineral surfacing to protect the waterproofing elements from the Sun and thus provide longer life





Round cut-outs found in Bird Shingles resist tearing; square cut-outs tear much easier.

For this reason we recommend either a Gravel or Slag Surface Roof, a Neponset Cap Sheet Roof, or a Paroid Cap Sheet Roof.

Slag or gravel gives the necessary protection of course, and the same protection is secured at a great saving in weight in the mineral surfaced cap sheets manufactured by us and carrying our guarantee of quality. The exposed portion of Neponset Cap Sheet is coated with Asphalt and surfaced with white mineral granules for reflecting the rays of the sun.

Paroid Cap Sheet is similar, but of lighter weight, and its exposed portion is surfaced with a white asbestine talc thoroughly embedded, which also has a high reflecting value. The harmful rays of the Sun cannot penetrate either of the surfacings and destroy the waterproofing material underneath.

With these materials at hand, it is then up to the applicator to build the roof according to our definite specifications and by careful workmanship from beginning to end construct a surface that will last for years to come. Such roofs will stand the test of time. They have done so consistently in the past and are now being built in increasing numbers the country over. From the frigid winter weather of Minnesota to the hot humid climate of the Gulf Coast, Bird Built-Up Roofs have been giving the best of protection for many years.

If you can be sure of anything, you can be sure of absolute satisfaction when you purchase a Bird Built-Up Roof constructed throughout of our quality products and applied in the correct manner by men who know their business.

A Challenge To Us

HERE are just a few encouraging statistics from 1935 that present a real challenge to us in the building field during the year 1936.

During 1935 there was an 85% increase in new residential building over 1934. This represents a \$25,-000,000,000 market.

All signs for 1936 point to an even larger year than 1935. In 1935 there were 26,250,000 families living in one and two family houses. The Dept. of Commerce reports that on 60% of all these 26,250,000 one and two family houses repairs were needed in the immediate future. In view of startling figures which cannot be misinterpreted our only complaint this year should be that we haven't enough hours in the day to contact the prospects which are all around us and complete the jobs which are right in our own immediate vicinity.

There has been a great hue and cry about the amount of money that farmers have to spend and about the amount of new building that is going on in the large farm markets. There is no question but what there is tremendous activity here but lest your perspective be confused by the predominance of agricultural building publicity these figures will give you a truer picture. There are 10,503,900 non-farm owner-occupied homes in urban communities as compared with 3,500,000 farm homes. And so for you in the urban communities there is a still larger job in a conveniently condensed area.

And in conclusion on this subject of statistics we would like to hurl one more figure. That is, 83% of all urban owned and owner-occupied homes are valued at less than \$10,000. That means that virtually 100% of the owner-occupied homes in your community are prospects for Bird Asphalt Shingles and Side Wall Covering, and that they are direct prospects for wall board in the improving of their interiors and in the creation of attractive rooms out of formerly unused spots. In other words, these 10,000,000 home owners are just ordinary plain folks, too, and they are interested in good plain talk and figures about how to make their homes more secure or attractive and more liveable.

The convincing Scuff Test, proving how thoroughly the surfacing is embedded in the asphalt.





One of our own Display Cards made on Bird Poster Board. There is a wonderful market for the sale of this product.

Poster Board---

Art Craft Board

HERE are two fine Bird products both developed within the last year and with an almost unlimited market. Sales research discovered the demand for a board of this type, and Manufacturing research has developed a board to meet the demand.

The result is Poster Board and Art Craft Board for work with oil paints and water colors. Each board is built with a specially treated surface which gives fast drying without any danger of the colors crawling or losing their brilliance. Both boards are constructed of strong, clean fibres and this means a fine board for cutting. You can promise the user of this board a

sharp trimmed edge no matter in what direction the cutting is made. Intricate designs can be cut out with jig saws, band saws or Cut-Awls. The tools will slip through the board easily and not be thrown off the pattern.

Wherever telling display signs are wanted, these boards should be in great demand. We have catered directly to sign makers in building this board, finding out what they needed, and constructing a board with all the essential qualities.

For additional and profitable business, we suggest Bird Poster Board and Bird Art Craft Board.

Insulated Bric Siding

HAVE you added the new Buff Blende to your stock of Bird Insulated Bric Siding? This color added to the red and the B Blende affords you an excellent variety of colors in this leader of all Sidings which offers effective insulation as well as a side wall of permanent beauty. The Siding business, as hundreds of you can testify, has grown by leaps and bounds since we first presented Art Bric Siding in 1929. And whether it is Art Bric, Art Wall, Bric Craft, Weather-Tex or Insulated Bric, the field is still open for plenty of business. Large quantities of Siding will be sold by Bird dealers the country over this summer. Of this we are confident.

New Development in Floor Covering

YOU who have carried our Roofing products for many years know of our constant attempts to improve the quality of our line. We believe you will be interested to learn of a recent development, improving the quality of our Floor Coverings and Rugs. Bird Rugs and Floor Coverings Armored with BAKELITE* are now on the market giving the housewife a floor covering which is easier to clean, more resistant to soap and water. Through a new production process, every particle of color in the pattern is now surrounded by a tough lustered armor that delays every wearing action. Bird Rugs and Floor Coverings have long been known for their exceptional wearing quality, but now for the first time we offer this added feature, a built-in quality which helps retain the color and brightness longer, as well as offering a tougher wearing surface. For the Felt Base floor that will give you the greatest satisfaction in wear and in beauty, we offer—Bird Rugs and Floor Coverings Armored with BAKELITE*.

* Trade Mark of the Bakelite Corporation.



Weather-Tex Siding on a home on Elmont St., Dorchester, Mass. The house itself is Shale Gray, and the front of the porch and the gables, Falcon Brown.

The Weather-Tex Family

ENERGETIC Roofing dealers are pushing our Weather-Tex products for all they are worth. You who carried our Weather-Tex Siding line last year know the popularity of the beautiful shades and deep surface graining which add distinction to any home. Like other Bird Sidings, Weather-Tex also has the distinctive feature of the Thick Butt affording the extra wear, protection and massiveness which are so desirable.

An innovation this Spring is Weather-Tex Wave Edge Siding. This attractive product, although it has the same dimensions and is applied in the same easy way as straight edge Weather-Tex, achieves the appearance of an entirely different siding through the uneven wave edge. Both straight edge and wave edge are available in three attractive colors—Shale Gray, Falcon Brown and Dura Green. Both products are equally serviceable and equally pleasing to the eye, but in creating the two different styles of this shingle, we have enabled you to offer your customers a wider variety and the chance to make a selection according to personal taste.

The strongest bid for non-competi-

tive Spring business comes from our newest product, 3-in-1 Weather-Tex Thick Butt Shingles. Here is something new in roofing material—a shingle with a deep graining effect which reflects the light in such a fashion that ordinary colors seem to take on new beauty. It produces the general effect of a more beautiful and a richer roof. Dealers who are carrying this shingle, and customers who are buying it are most enthusiastic. It is a business-getter that no one wants to miss. It has real sales value. It is a product to feature.

An Effective Way of Selling Weather-Tex

SOMETIMES a different twist or a different method of approach is all that is needed to increase your sales of a product in a large way. Here is what our salesman in the State of Louisiana, Mr. R. D. Peterson, did successfully with Bird Weather-Tex Shingles.

He tells us that when he first saw these shingles he was very enthusiastic about them and was very much disappointed sometime later to find that they were receiving only a lukewarm reception throughout his territory. But he knew they were right and he set out to prove it.

One day with a dealer he set out to sell Bird Weather-Tex Shingles to the hardest, most asbestos-minded prospect he had. When he and the dealer arrived at this man's home, four competitors were showing their shingles. Mr. Peterson put his samples in the corner, backs out, and said nothing until the others had finished their sales talk. Then when he had the floor to himself, he turned the samples around and said simply, "Gentlemen, there is real character and beauty at a fair price." The effect of this beautiful new shingle in contrast to the shop-worn samples that had been shown was startling; both the customer and the architect immediately agreed that this was just the shingle for which they were looking, and believe it or not even the competitors liked the shingles and seemed pleased that the man had found what he was looking for.

(Continued on Page 7)

Our attractive Weather-Tex Wave-edge Siding.





Our Salesmen

DURING the month of November, 1935, Sales Meet-ups of our entire Roofing Force were held at various locations throughout the country. Pictures were taken of each group and these are reproduced on the opposite page. These are the men who serve you.

1 Memphis Meet-up. Frank Aldrich, G. A. Sayres, L. L. Williams, S. E. Williamson, L. S. Wright, R. D. Peterson, B. L. Morris, L. S. Wharton, R. E. Hill, F. E. Dyess, P. H. Bailey, C. P. Conger, W. W. Wilson, J. G. Young, E. L. Chamberlain, R. L. Harrison, A. D. Kilham, E. B. Weeks, H. S. Hanna.

2 East Walpole Meet-up. Front row kneeling—W. B. Harris, Malcolm Sisson, W. J. Nelson, Rogers Weed, C. E. Morse.

Second Row—H. W. Meyers, George Keller, H. P. Morton, Myles Hubbard, W. C. Sylvia, R. A. Beattie, Gordon Reed, G. G. Sheehan, G. M. Armstrong, M. R. Beasley.

Back Row—E. L. Chamberlain, Irving Yale, W. E. Hale, W. F. Sline, E. F. Murphy, J. D. Johnston, P. E. Briggs, L. L. Williams, W. P. Walker, Thomas Benson, J. C. Donnelly.

3 Lynchburg, Virginia Meet-up. Seated—A. D. Kilham, A. H. Brooker, P. H. Bailey, F. B. Ross, Sr., E. L. Chamberlain.

Standing—R. C. Hamilton, L. S. Wright, P. E. Vrooman, L. L. Williams, James Van Hoy, B. L. Sears, W. H. Tylander, J. B. Blandford, F. B. Ross, Jr.

4 Rochester, N. Y. Meet-up. Seated—L. L. Williams, L. S. Wright, S. C. Traudt, Jr., E. L. Chamberlain, R. H. Emerson, R. P. Roberts.

Standing—F. T. Feeley, Clyde Phipps, C. L. Hammond, W. W. Ford, P. P. Hutchinson.

5 Chicago, Illinois Meet-up. Front Row—W. J. Brebach, A. B. Spiers, W. W. Wilson, F. S. Aldrich, P. H. Bailey, E. L. Chamberlain, J. G. Young, G. F. Hall, L. L. Williams, G. H. Sare.

Center Row—H. C. Prinzier, J. E. McLaughlin, G. E. Mahoney, F. A. Balyney, W. F. Goforth, W. H. Lupton, R. Y. Hand, O. G. Youngert, H. M. Clark.

Back Row—D. B. Elliott, P. W. Burton, C. E. Blome, F. L. Marshall, A. M. Dobbins, F. J. Plum, G. T. Brebach, H. W. Altman, G. R. McNay.

Bird Finance Plan

NOTES written by the Bird Finance Corporation totalled \$1,603,625 on April 30. This represents a total of 4,488 contracts covering a list of repairs and new construction jobs as diversified as the Bird products used in the work.

This plan has been of the greatest significance in stimulating the sales of roofing, sidings and other building products. The advantage to the home owner whose financial condition has not permitted him to make necessary repairs during the last several years is very great. He may now purchase a roof or remodel a room as easily as he would buy a household appliance or a motor car, and contracts are written for as long a period as three years, giving ample time to repay in small installments. The interest rate is but 5%.

More than 1300 applicators throughout the country have now been approved by the Corporation to write contracts. These are scattered everywhere from Maine to the Pacific Coast. Any man whose credit is good, but who lacks the ready cash, will find this plan ideally suited for his needs.

This is a plan for increasing sales that you should work to the limit. Many of you already know the fine business that results. Many more will know before the end of this year.

Special 3-in-1

Thick Butts

THERE is no product in the whole Bird line in which we take more pride than our Special 3-in-1 Thick Butt Shingle. It was developed from the Thick Butt line which was started seven years ago; this shingle combines all that could be desired both of beauty and of service. Its depth of 15" means a three-thickness cover for the roof, a greater head lap, and more economical total cost, and as for appearance, it challenges the finest shingles on the market today. The Thick Butt feature is no longer new to those who handle Bird products, but it is still the best of news to those who buy them.

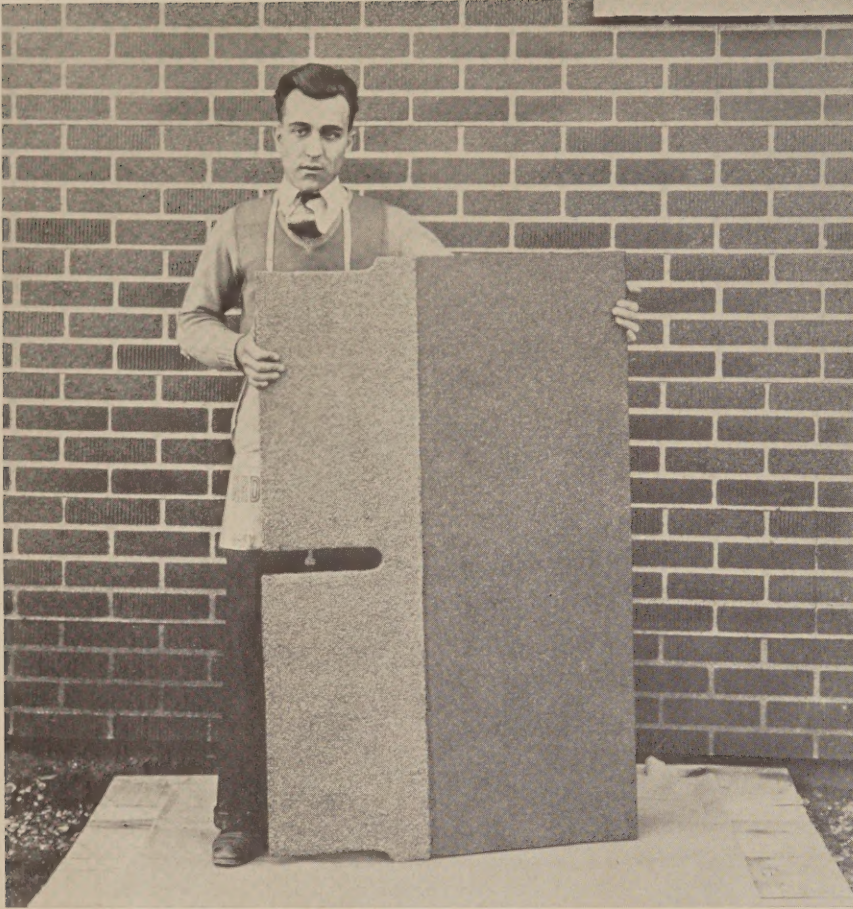
Selling Weather-Tex

(Continued from Page 5)

In another city Mr. Peterson tried the same selling method on a man who had already made up his mind to buy asbestos shingles. Mr. Peterson told him that he had the greatest shingle on the American market, but all the while kept his sample against the wall with the back out. After a few minutes' conversation, when he had discovered that the man had set his mind on another shingle, he started to pick up the sample and leave without showing it, but the customer's curiosity was aroused and he demanded to see the shingles. One look was enough. He insisted that Mr. Peterson go home with him and show them to his wife. She was equally impressed and called in a friend of hers, who was also in the market. The result was a sale of 96 squares of Bird Weather-Tex Shingles before lunch in a town where Peterson had been told that only the cheapest shingles would sell.

Brick that is not brick — a fine application of Bird Insulated Bric Siding on a home in Quincy, Mass.





The Great Paul Bunyan

PAUL BUNYAN is a legendary figure, who is the hero of incredible exploits and the inventor of countless boons to mankind. For many years there have come out of the timber country strange tales of this man.

Before we judge the credibility of some of the exploits of Ol' Paul, let us look at him analytically. At the tender age of two weeks he caught and strangled with his bare hands a full grown grizzly bear. As a yardstick to get a faint idea of his tremendous size it is said that he shipped a trainload of bull hides to Rhode Island, and in return he received two boots shipped in two flat cars, one for each foot. His favorite habit was snuff chewing. Once he knocked a wildcat out of the top of a bull pine with one squirt of tobacco juice. Paul owned a mighty ox, called Babe. As for the size of Babe, it is said that 171 axe handles, three small tomato cans and a plug of chewing tobacco laid end to end, would exactly equal the

distance between his eyes. Paul's cook shack was two miles long. Every time Paul let loose a yell, he caused a landslide out near Pike's

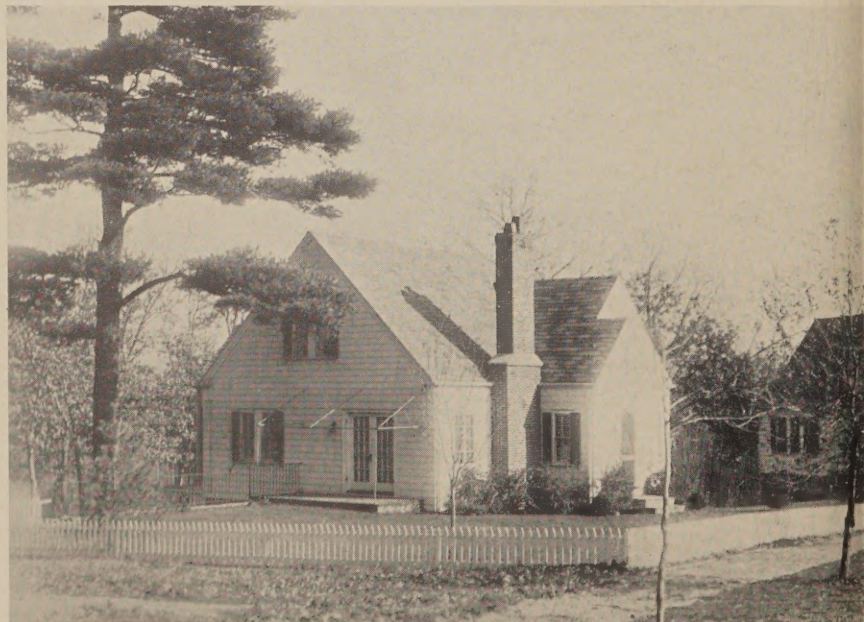
Peak. The bed bugs that infested Paul's bed were the size of full grown bobcats. When Paul whittled he usually turned out a full rigged, full sized schooner.

At one time, so we are told, Paul built a small bird house for his pet Flu-flu Bird. (This bird flies backwards.) The bird house was a mere 521 $\frac{1}{4}$ feet long. For the roof of this bird house he ordered several carloads of shingles very similar to Bird Neponset Twin Thick Butts, only very much larger. At the request of the Lampert Lumber Co. of Brainerd, Minn., our Sample Department has made up a special Bird Paul Bunyan Neponset Twin Thick Butt Shingle and this is now being displayed at a Paul Bunyan exhibit being put on by the Brainerd Chamber of Commerce.

This shingle was designed by Frank Reynolds, Chief Chemist at the Roofing Laboratory, was constructed by Walter Downs of the Sample Department and in the picture on this page is being shown by Paul Calderone, also of the Sample Department. Below is an actual comparison of this oversize shingle and our standard shingle.

<i>Bird Neponset Twin Thick Butt</i>	
Size	12 $\frac{1}{2}$ " x 20"
Weight of One Shingle	1 $\frac{3}{4}$ Lbs.
Shingles per Square	180
<i>Bird Paul Bunyan Shingle</i>	
Size	30" x 48"
Weight of One Shingle	28.5 Lbs.
Shingles per Square	75

Bird Custom Built Shingles are truly the crowning glory of a beautiful home.



Two Lost-Timers

HERE is the best news we have been able to print in many months—only one lost time accident for each of the months of April and May and between these two accidents a period of 41 days without a lost-timer. This is a splendid record compared with the figures for this period last year during which time there were nine lost time accidents.

On April 10 Anthony Feeney, Stock Handling Dept., was helping other workers push a roll underneath another roll being carried by a crane. The roll on the crane became dislodged and fell, pinning Feeney against a fire door and fracturing his pelvis.

On May 21 Victor Jankowski, Beater Room, had been using an iron crowbar and had left it leaning against the side of a Beater. This bar fell over and hit his left great toe causing a fracture. Safety shoes, or greater care in handling tools, would have prevented this accident.

We are beginning to accomplish things in safety work this year. The record now stands with only nine accidents for the first five months and only one accident in each of the last two months. This is a great improvement, but it is not quite good enough. We are still looking forward to the day when we can print the news that we have had a month without any accident at all. Will June be such a month?

English Class Ends

As we go to press all regular sessions of the Bird Club English Class have been held and the course is completed, with the exception of one more make-up class which is being given to those who were unable to attend one of the sessions last Winter because of a bad storm. This course, presented by Prof. John W. Sullivan of Boston University, has been quite successful. About 100 people enrolled at the start of the course and the average attendance during the Winter months was between 80 and 90 percent.

No more educational activities are planned during the Summer months. Watch for announcements early in the Fall about plans for next Winter.



Mount Lincoln at Franconia Notch taken by Rose Ruggiero of the No. 2 Box Shop on a week end trip to New Hampshire last winter.

"Manners In Business"

THIS book by Elizabeth Gregg MacGibbon is now available at the East Walpole Library, and is highly recommended for all women office workers. Miss Elaine Howe, Librarian, writes as follows about this book:

"Here is understanding and practical advice on business etiquette which should be invaluable to secretaries, stenographers, bookkeepers, filing clerks, and in fact any woman in business.

"Mrs. MacGibbon discusses in detail such important topics as what to wear for business; make-up and grooming; how to get a job; how to get along with one's boss and the office force; how to handle problems of sex in business; tactful business manners; office taboos; how to deal with difficult situations.

"Mrs. MacGibbon is unique in her field. She is the recognized authority on business etiquette—the 'Emily Post of business'. She is able to advise girls with complete understanding because she can see both sides of the picture in any office situation, having had wide experience both as an employee and as an employer.

"Mrs. MacGibbon conducts a nation-wide syndicate feature which involves answering thousands of questions which pour in from all over the country. In the last year she has presented before 100,000 girls in thirty cities a dramatized pro-

gram called 'Good manners in business' as the guest of leading department stores.

"Her book gives friendly, humorous and authoritative counsel to the business girl."

Edward S. Inman

EDWARD S. INMAN, fifty-four years of age, and since 1911 the active owner of the Inman Lumber Company, Pascoag, R. I., died at the Jane Brown Memorial Hospital on May 11, 1936, following an unsuccessful operation for appendicitis.

The Inman Lumber Company has been on our books since 1916 and Mr. Inman was known personally by many within our organization. He will be greatly missed by his many friends.

We extend our sympathy to his family in their bereavement.

John Rasch

JOHN RASCH, 64 years of age, passed away at his home in West Roxbury on April 12 following a short illness. He left work here on the 6th of April, was taken seriously sick right after that and lived only a few days.

Mr. Rasch had been employed in our Maintenance Department as a machinist for the past 16 years and had been a very faithful and fine worker. We extend our sympathy to his family in their loss.

Notes From Plants and Offices

Main Office and Sales

Alice Clem
Eleanor Badger
Sabina Costello
Leo Salonen

Margaret Crane
Dorothy McEleney
Helen Curran
Sophie Eppich

Ruth Milliken

We understand that the Boston Zoo has offered to take Floyd Robbins' dog off his hands, now that their sea lion has passed into eternity. Is that a "puppy" that you recently acquired, Floyd?

Evelyn Wadleigh is seen these days behind the wheel of a nice 1936 Ford.

Marjorie Cobb spent a recent week end visiting friends in New Haven and New York City.

During the past month, Miss Gladys Davis, from the Credit Department of the Chicago office, was a welcome visitor here on April 28. It certainly was a pleasure to meet her. Besides her regular duties, which include frequent correspondence with our East Walpole Credit Department, she is one of those who contributes the interesting Chicago notes for the Review.

Diamonds, etc.

John Barry of the Traffic Department arrived one morning with a big grin on his face. Finally he told us the pleasant news—his engagement to Miss Hazel Streeter of Watertown, Mass., had been announced the previous Saturday.

And from the same office at almost the same time came the news of the engagement of Olga Anderson to Victor Grant of the Flooring Plant. Our best wishes to them both.

About a week later came the news of Dorothy Hartig's engagement to Mr. John Gahagan of Norwood. Miss Hartig works in the Carton Sales Division. Best wishes, Dorothy.

Boston papers on May 25th carried the announcement of the engagement of Robert Mercer, Flooring Sales, to Miss Cerise Alm of Westwood. Miss Alm formerly lived in East Walpole and both she and Mr. Mercer are receiving congratulations from a large circle of friends.

On Saturday, May 23, Miss Molly Butler, daughter of ex-senator Butler, became the bride of Charles Sewall, Carton Sales Division. They will reside in Westwood.

New Workers

Edmund "Barney" Geigle is our new messenger boy. Siggy and Duke have initiated him in his daily routine and they certainly make a snappy trio.

We welcome Sally Slauzis to the Messenger Service.

What is the big attraction in golf? All the men in the Credit Department, except one, are now members of the golf team.

The girls in the office have suddenly gone golf-crazy and you can see them most any night at the links now. Mary Concannon certainly has a "mean wallop"!

Everybody wants to know (1) who the beautiful girl is that was seen with Bill McEntee at the Minstrel Show, (2) who the tall, handsome man is who boards the bus with Bertha Broadley every Wednesday evening.

Floyd Robbins, recently spent a week of his vacation in Chicago, seeing all the sights, and enjoying himself in many ways.

We all extend our sympathy to Olivine Tetrault and her family in the recent death of her father.

Good news—Howard Hanna is moving his household and family on to Walpole from Chicago. We certainly hope he likes our little town, after the big city.

Ruth Anderson, Gertrude Brady, Josephine Survilla, Eleanor Whitehead, Anne Lindsey, Mary Stone and Ruth Milliken, who have bowled together all winter, went to dinner at the Hotel Bradford on May 1st, after which they attended the Metropolitan Theater.

We are certainly glad to see Bill Graham back to work after his appendectomy.

Cards have been received from Betheo Chandler from the Canal Zone, on the way to California. She is in California now, and will drive back across the country, arriving home about June 14th.

Paper Mills

John E. Curran
Herbert Badger
Herman Nordstrom
Fred Jonah
Mario Boragine

Frank Murphy
Edward Geraghty
Charles Rafuse
Sophie Novick
Mary Driscoll

Congratulations to Jesse King who has just been appointed Assistant Master Mechanic at the East Walpole plants.

Congratulations to George Barton. He had a son born the early part of May, and the son was presented with a bank deposit of \$5.00 from Norwood Merchants.

Fishermen

A party of twenty-two men from the Main Mill went deep sea fishing out of Plymouth on Sunday, May 17. The water was rather rough, but outside of that everybody had a good time. The honors of the day went to James Donovan of No. 5 Machine who caught the first fish, and also the largest. The largest fish was a 25 lb. Cod.

Jack McLennan of the Boiler Room thought he could take it, but the rough water was too much for him, and he fed the fishes just the same.

The new Champlain Bridge, spanning Lake Champlain from Addison, Vermont to Ticonderoga, New York taken by Earl Boyden, No. 1 Box Shop. During the recent flood this bridge was in danger of collapse.



After seeing the Bird Club Minstrel show there are a lot of "humdingers" around here now!

We are glad to hear that Herbert Badger is home from the hospital and is recovering from his recent operation.

William Davis is now spending his time drawing plans for a boat he would like to make. Let's hope he doesn't make it in the cellar so that he'll have to knock out the foundations to get it out!

Somebody tried to give us a two-hour lunch period on May 26. Did you hear the mill whistle at 11 A. M.?

Phillipsdale, R. I., Mill

Rexford H. Salisbury
David S. Lowry

John H. Nolan
Leslie E. Howard

The shipping department has been working full time and occasionally overtime to keep up with the business of late. It seems like old times.

Dudley Perry is going into the chicken business and if his luck holds out will probably be willing to sell you some eggs some day.

Alarm Clocks

Charlie Anthony has bought a new alarm clock. Last week he was on time every day and even an hour early once in a while.

Manuel Perry also has a new alarm clock. On three mornings last week he was in almost half an hour early.

Ray Martin is still trying to find a way to beat the traffic laws without success.

Congratulations are being given on the arrival of Angela Doyle born March 24.

We were sorry to hear of the death of Clements Justynski's mother-in-law on April 2 and of Richmond Thatcher's father on April 23.

We welcome two new men—William Conway who is working with the transfer crew and Joseph Sienkiewicz who is working in the cutter room.

Alex Homenick has a new Plymouth.

Not summer yet

It looked like a sure sign of summer when Charlie Anthony left his hat at home and

Herb Black put on his light weight underwear but Herb says "nothing doing, it's too cold and he's going to change back again."

The first horse meet of the year has come and gone. Some of us are glad and some of us are not so well pleased and will be glad if they never come back. The horse fan who stayed at home and played on paper shouldn't feel bad. He is a lucky guy.

Ray Martin had his car fixed in Riverside the other night and then started for Providence. He hadn't gone very far when he noticed the car was on fire so he drove right into the fire station on Bullocks Point Avenue and the fireman put out the fire with the hose he was using to water the lawn.

Box Factories

No. 1 Box Shop

John P. Walsh
Amelia Galgauskas

John Phelan
Helen Sironka

Earl Boyden

Friends of James Brown, formerly of the Corrugated Box Department, and now of Aberdeen, Scotland, will be glad to learn that Jim has passed the necessary requirements under the Merchants' Shipping Acts for the position of skipper or captain. This enables him to pilot ships on any sea. Good luck, Jim.

Wedding bells

Eileen Connolly was married to Alexander Balnis on April 18th. The newly weds are making their home at St. John Avenue, Norwood. We wish them the best of luck.

We are sorry to hear that Emil DiPlacido, better known as "Moey" or "Romeo" is ill with appendicitis. We wish him a speedy recovery.

Sophie Sienkewicz is sporting a snappy 1936 Chevrolet.

Henry Dowdie is having continued success in pigeon racing. He captured two first places and one second place in recent races.

James Ginley is improving slowly from pneumonia. We hope by the time this issue comes out he will be back with us.

Lillian Blanchard spent a pleasant week end recently in Brockton.

Gus Hogan would have entered our last Bird Club Minstrel Show, but he claimed professionalism.

New altitude record!

Jack O'Donnell holds the new altitude record for golfers. It was made on the first drive of the Bird Club Golf League matches on May 12. Nothing is said about the distance.

We welcome Amos Hilton back to the Box Shop after several months on electrician's work at the Flooring Plant.

We were all very much shocked to learn of the sudden death of John Costello's mother, who passed away on May 16th.

When Eileen Connolly left to be married her friends in the Corrugated Box Department resented her with a Midget Radio. The girls also surprised her with a shower of kitchen utensils, the most useful tool—the can opener—or being forgotten!

Cats off mantle now

Margaret Wallace has taken up horse back riding. Margaret claims the horse won the first battle. Are you sure, Margaret?

Walking on air, "Babe" Costello came in one morning and surprised us all by announcing he was the proud dad of a baby boy.

Anne Anton is the proud owner of a hope chest which she received recently.

We welcome Revell Fisher, and hope he enjoys working with us.

Town engineer please notice

It has just reached our ears that the front walk pavement is caving in at Emily Carr's home, because of frequent visits of the postman and the heavy consignments of mail. How about it, Emily?

No. 2 Box Shop

Mary Bellew
Josephine Rose
Edward Bothwell

Alice Brady
Alma Walsh
Rose Ruggiero

Frank Eisenbauer

Ann Foley of the Flower Pot Department was married April 30th to Lawrence Murphy of Norwood. After a wedding trip to New York the newly weds are making their home in Norwood. Paul Hunt in his pleasing way presented Ann with an end table from her friends in the department. Ann left with the best wishes of all for future happiness.

Girls in the Flower Pot Department presented Fannie Murphy with a beautiful spring bouquet in honor of her fifty years of service on May 1st. The girls also wish to thank Fannie for the party on that day.

Another amateur

We are wondering if Frank LaCivita is going to be on the Major's program. He seems to be doing a lot of practicing. Maybe some one told him he had a good voice. It really isn't so bad. We'll vote for you, Frank.

Roofing Mill and Office

George Lane
Stanley Phillips

John White
Charles Norton

Edward Hiller

New cars

Bill Carr has a new to him Chevrolet.

Other new car owners include George Smith, Chester Gibadlo and Federigo Federigi.

Hilmer Hulstrom has a new Dodge and Bill Bishop a Plymouth.

Walter Bragg has a new to him Studebaker.

Pierino Palazzi got himself a new to him Plymouth but he positively refuses to drive to work if there is the least sign of rain; consequently he hasn't driven much in the last two months, so the car is still new to him. He ought to live in sunny California.

"Al" Jolson

We are proud of our singing minstrel, Ted Pieczonka who proved to be a second Al Jolson. It is rumored that Ted found romance in this minstrel show and that the initials are L. G.

Highlights of the program included the presentation of an oil can to Ted, and Chester Gibadlo's masterful dancing.

What is the charm that a certain young man in our laboratory possesses that left all the girls gasping? He didn't give the rest of the boys in the minstrel show a GHOST of a chance.

Who was that lady I seen you with last night?

That was no lady—that was George Smith. Gordon Eaton left us to become a chicken farmer in Needham.

Tony Willota is wearing an even brighter smile than usual these days, for Mrs. Willota has arrived from Italy to stay in the U. S. A.

One for Ripley

Frank Campisano came in one morning with



Mary Yvonne Badger, young daughter of H. L. Badger, Jr., Rug Finishing Department.

a badly sprained ankle. When asked how it happened, he said "Well you see, boys I was playing baseball and I hit the ball so hard that the recoil from the bat striking the ball went through my arms, clear down to my ankle and sprained it!"

Congratulations to Coleman Foley on becoming an American citizen. Coleman is anxiously awaiting an election so he can "get his money's worth."

Another one for Ripley

Charlie Savage celebrated his birthday, his wife's birthday, and their 30th wedding anniversary on April 17th.

We welcome all the new men in our different departments and hope their stay with us is a pleasant one.

Al Whitmore spent two weeks in the Norwood Hospital with a stomach ailment and two more at home. We're glad to have him back again.

We are glad to see John Johnson back to work following an illness.

Roy Smith was seen racing down to the Norwood Hospital one day. However, his opponent, the stork, beat him by several minutes. Yes sir, Roy is now a father and the little package was a baby girl.

Max Rabinovitch boasts being a member of the swanky Fox and Hounds Club. Incidentally, the boys are still wondering, after all the advance notice that he gave out, why that debutante of his didn't appear for the opening night of the Minstrel show. Perhaps it was because of the role that Max was playing!

Congratulations to Loren Murphy, who was married recently. He spent his honeymoon in New York.

Norman Goodwin took unto himself a wife and is very busy accepting condolences (excuse, please, we mean congratulations).

Most of the cast of the minstrel show are wondering what to do with all the free nights they have, now that rehearsals are over.

Paul Calderone is a new comer to the sample department and Maurice Kimball is back with us again. Welcome to both.

Tch, tch!

Instead of absent minded Abner we have our absent minded Stanley (Phillips), who while his brother was in the mill waiting for him, hopped into his car and went home alone, leaving his brother waiting for a ride at the mill. Looks bad, Stanley.



A group of the boys at Berry Asphalt Company—left to right Chester Eberle of the office, A. T. VanPelt, Supt., Richard Chubb, Asst. Supt. and William Lechty of the Emulsion Division.

Flooring Mill and Office

John S. Smith
Tom Rogers
Angelo Macchii

Charles Hooper
Thomas Paquette
Laurence Gammell

Wow!

Watch out, Mr. Baron Munchausen! Dewey Beach tells us he went 75 miles an hour in first speed in a Hudson. He is also joining the baseball team as he has an "athletic heel."

Clarence Phillips and Joe Daisley have a new motor boat in which they spend all their spare time fishing.

Wilho Waukonen, our very eligible bachelor, has purchased a brand new Chevrolet. We understand that he has become irresistible because of the magnetic power of his new vehicle. Be careful, Wilho, the pick up may often bring some unexpected results. This now gives him the advantage in the race with the other most eligible bachelor, Charlie Letts.

All the new men in the plant are extended a cordial welcome.

Everisto Bortolotti has a new to him Chevrolet Sedan.

William Cherry has acquired a new member to his family—a boy. Amos Craig was not to be left behind. His new family addition is a girl.

We understand that George Pearson has moved back to Foxboro, but what struck us as rather odd was that George could be seen wandering around Vinegar Hill on balmy spring evenings. Perhaps the young man's fancy has lightly turned, or perhaps he likes his old home site better.

All set now

The Bird & Son Baseball Team ought to click now since "Home Run" Eppich and "Over the Fence" Ferrara have joined. These two rookies have spent the past season playing for the great South Walpole team and feel capable of fast time company now.

James Porter has purchased a new to him Dodge—a sure sign of prosperity as this is Jim's first car. Take it easy, now Jim.

Wanted—a carpenter

Peter Frain climbed to the dizzy heights of his home one day to reroof—but he climbed right down again. Can't you take it, Pete?

Ernest Paciorkowski was the collector at the Flooring Plant for the Norwood Com-

munity Chest, and with his assistance the Flooring went over 100%.

Have you seen Joe Woodward's traveling circus?—One snake in the manifold, one turtle in the gas tank, mice galore in the back seat, but no chickens in front!

At last Ernest Paciorkowski has purchased a Plymouth, upon which he has applied a Bird Built Up Roof just for security.

The anglers are having a very big season. To date Jesse Ghen has caught the most and the biggest trout. Nelson Phillips comes in second with suckers, and Herbert Lindblom ranks first in the pickerel class.

Christopher Doyle is busy catching night prowlers for these anglers, and has built up a profitable business.

Chicago Mill and Office

Ray Wolf
R. Koerbel Smith

Gladys Davis
T. E. Oakes

Baseball

The highly touted mill Indoor team was too much for the office boys in the opening game of the season. The office blamed lack of spring training in the south. However, just as we were going to press, we had a flash that the office team was well on its way to recovery by scoring 10 runs in the fourth inning of the second game. FINAL SCORE: Office 16, Mill 10!

Vacations

Vacation speculation has reached a new high, if the literature being poured over is any indication. Gladys Davis stole a march on everyone by taking a week's vacation to run out to Boston. She went by train direct to Boston, saw all the sights there, then to Gloucester to see the fishing fleet. Thence back to East Walpole for a visit to the Mill where she had the pleasure of being shown through the roofing plant (which she says is almost as good as ours), box factory, and floor covering plant by Joe Erker, and through the office by Miss Roundy. She lunched with the three R's—not "Readin', 'riting and 'rithmetic" but Rhind, Roundy and Rivera at Fuller's Tavern in nearby South Walpole. This is a very quaint old tavern, preserved for posterity by patriotic citizens of Walpole.

Among the many historical places she visited was the home of the author where "Little Women" was written, besides seeing everybody's grave and tombstone who died in and around that section since the pilgrims landed.

Our inquiring reporter finds that Anne Kelly will soon "put out to sea" for a Great Lakes cruise to Mackinac Island, Niagara Falls, Perry Sound, Ont., and other points of interest. Be sure to take your bicycle to Mackinac, Anne, we understand that taxis are banned on the island.

Mary McWade is going to try out the new Burlington Zephyr to Denver.

Norma Olson will drive up Pikes Peak, even if she has to back up all the way.

Edith and Fran Johnson are planning to drive to Arizona via Cheyenne.

Lillian Knight swears she isn't going to South Bend.

Newcomers

The Berry Asphalt Company announced the appointment of J. K. Crippen as Advertising Manager. Mr. Crippen comes to Berry from R. L. Polk & Co., nationally known Chicago advertising agency.

Mr. Crippen, together with his wife and Francis Grant, Research Engineer for Berry Asphalt, drove to Waterloo, Ark., early in May. Mr. Crippen had the opportunity to go through the plant there, study processes and incidentally to take some excellent photographs which will be used in their advertising literature.

We wish him luck in his new undertaking and welcome him to our organization.

Acquisitions

Ina Popanz of Berry Asphalt is the proud owner of a shiny new Chevrolet Coupe.

George Mahoney now dashes out to Blue Island in his new Pontiac Coupe in no time at all.

Bob Brebach has become a movie fan—we don't mean he's become a Hollywood Film Fan—but has a camera and projector (not as yet wired for sound) of his own. This great little device will enable him to prove his fishing prowess without having to send the "catch" home—one way to have your fish and eat it too, unless he is discovered doing some "trick photography."

Chet Blome, roofing salesman, is the proud

George "Whitey" Lane, Roofing Plant and his faithful dog, Buddy. Buddy died last winter after reaching the ripe old age of nine years.





Eleanor Constantine, age 9, attractive daughter of James Constantine of the No. 1 Box Shop, taken at China Lake in Maine last Summer.

father of a new baby. Congratulations, Cher.
G. T. Brebach is also father to another baby girl. Both babies weigh about the same as whopper turkeys for Thanksgiving. Both fathers are doing nicely.

Weddings

Indefatigable Cupid is fast taking his toll in the Chicago office. The latest convert is "Chuck" White of the Sales Department. "Chuck" was married to Miss Marjorie Spelman of Oak Park, Illinois, on April 4th. Chuck and his bride are living in nearby Beverly Hills. The day prior to the wedding, the members of the office presented Chuck (in behalf of the bride-to-be, we believe) with a Mixmaster, together with their wishes for their future happiness.

There is another rumor about, which has not been officially confirmed that "Colonel" George Mahoney is to be the next recruit. (See next issue for future developments.)

Accidents

Frank Aldrich, siding salesman, was the proud owner of a new Plymouth for about four days of last week. Frank had the misfortune of passing a certain intersection in Elgin at the wrong time of day—that is, at the same time as a ten ton truck was crossing said intersection, which ran into him. Fortunately Frank was uninjured, but we wouldn't exactly say that the Plymouth came out of it unscathed—at the last reading Frank was in the clutches of the insurance adjusters.

Two minor casualties marked last week's practice of the 76th Street Lunch Hour Baseball Team. Sam Giesy, diving into a clump of weeds in search of the ball landed in a pile of broken glass and came out in a barrel. Francis Grant, leaping for a high one, landed on the pavement and dropped out of the game. No new mishaps have been reported to date. Dan Landt had a near accident, but perhaps we shouldn't bring that up.)

Harold Rohrbach returned to work recently and we were all glad to see him.

Horseshoe pitching is again in stride with Matcha, Grosscup, Meyer and N. C. Bloskey. The N. C. stands for No Conscience.

Send contributions now

The boys are going to take up a collection and purchase a Kiddy Kar for Herbert Schreiber so that when he wrecks this car there will be no danger of his getting hurt!

Ollie Jones is a proud dad—a girl.

Red Ahrens has a new V-8.

We were all sorry to hear of the death of our friend John Lewis, who was for many years our night watchman.

Rumors recently heard—(a) Robert Schorle's marriage soon. (b) Joe Cozzi's marriage in June. (c) Thomas Cooling will take up rowing or get an electric horse to keep him in shape for driving the V-8 truck.

The first ball game of this year showed no great stars up and coming, but sure made a bunch of jackals out of the office team. The second mill-office game brought just the reverse, but it is the third game that will tell the tale.

Berry Asphalt Company

Otto Holloway

Buster McGuffin

John Savage

We don't know—we only heard

That from now on when Joe Weems goes to any Masonic meetings he really goes.

That Crook Richardson had to tear down a screen door to enter his home the other night.

That F. R. Grant's business cards left at the Waterloo Guest House made good domino markers.

That Uncle Joe Boswell is the biggest eater in Nevada County.

That F. R. Grant thought a set of dominoes was a roulette wheel.

* * *

The soft ball league got under way last week with four teams entered. The Refinery has been split into teams, the lease and the Standard Oil complete the layout. There is an eighteen game schedule for the first half of the season. At present the Refinery is leading the league. The teams are evenly matched and it looks like a close race.

Snakes

The other noon a snake was found in the radiator shell of Chester Eberle's car. It was one of the common variety around these parts known as the "coach whip." It took about fifteen minutes to shake the coach whip out on the ground and then the snake was promptly gipped by Jess Hays. After Jess had popped its head off it proved to be four feet and seven inches in length. Later it proved to be a pet of J. C. Honeycutt's and Hays has promised to get him another but Honey is feeling mighty low. He claims he will never have a pet snake like the one Jess killed and we would guess he is right.

W. H. (Slick) Huffman has broken down and purchased a brand spanking new Ford Sedan. Sighs of relief have escaped many people who are fervently hoping Slick can keep up the payments.

For sale:

One No. 3 Washtub in good condition and one portable Chic Sales also in good condition.

A. G. Williams,
Miller Road

J. W. Savage, our purchasing agent and steward of the Guest House is busily engaged these days in building a house. He says that

he is going to bring his mother down from Fayetteville. We wonder—

John K. Crippen, advertising manager, and wife, were escorted from Chicago for the purpose of inspecting the plant by F. R. Grant.

It appears as tho Cupid's aim is going to be 100% in the front office as evidenced by certain peculiarities in the behavior of Chester Eberle and Chloe Wright. We think it would be a good match between the two of them so they would not disappoint anyone else, but it is rumored that a nurse and a doctor are involved.

Bon voyage

Hirschel Martin has deserted the life of a bachelor and has embarked on the seas of matrimony. The connection crew hopes the sea is always calm. Happy landings, Hirsh!

Fred Dixon, hard hearted guardian of the warehouse has disposed of his Chevrolet. His home is five miles from Waterloo. One trip a-foot was too much for Fred and his barking dogs; therefore, he can be found at the home of J. M. Fairchild—a stone's throw from the warehouse.

Harry Miller, our yard foreman, who has been a non-producer for eight years finally went the way of the Miller Road and is the proud papa of a seven-pound girl.

R. A. Chubb, our assistant superintendent, has the wisenheimers back tracking as to his ability as a share cropping foreman. The rich returns from his first efforts have been so successful that the local grocers are in favor of a drouth. Chubb weighs 269 pounds.

For Sale

A Corona Portable Typewriter—nearly new, and in excellent condition. Price \$25.00 cash. See Eleanor Badger, Department RC.

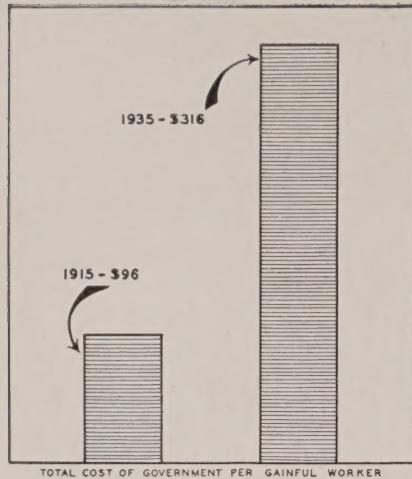
Tomato plants—John Baer and Stone, 1 cent each. Herman Nordstrom, Dept. DMP.

A Tenor Banjo—Genuine Stromberg—Cost \$125.00 new—In perfect condition—Complete with resonator and case. \$30.00 cash.

Walter Hartig, Dept. FXP

A live wire from Phillipsdale, Frederick S. Lowry, Son of Dave Lowry of the Phillipsdale office.





Government burden on gainful worker grows heavier.

Who Pays? We Do.

IN this country at the present time the working class pays about 70% of the money raised by taxation. We pay not only through direct taxes but through dozens of indirect taxes on all the goods that we buy—taxes which have been added to the price of these goods before they are offered for sale. Until we realize this heavy tax burden, and do something about it there will be no check in the mounting expenditures of the Federal and State Governments.

Did you know that a single loaf of bread has 53 hidden taxes? We are told that except for taxes we would get from 40% to 60% more gasoline for our money. The same is true of practically everything we buy—food, clothing, drink, entertainment, etc.

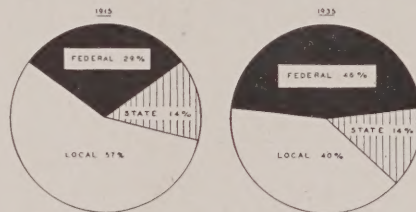
Out of every \$49.00 earned last year in the United States \$15.50 went for the cost of Government. It is said that the average cost of Government to a family is nearly \$50.00 a month. In the 1935 session the National Congress spent over \$10,000,000,000, which means an average of \$410 to every family of five people. We could buy more of everything if taxes were reduced. Employers could also increase their payrolls by adding more employees and raising wages, but with the increase in cost of Government, the tax burden is becoming unbearable. About 70% of the revenue this year will come from indirect and invisible taxes. Study carefully these four charts on this page and the next and see how the cost of Government affects your income.

Final Cribbage Party

At the last Cribbage Party of the Season held Thursday night, April 23, Ralph Farris of the No. 1 Box Shop was awarded a prize of \$5.00 for winning the highest number of games in the series of five parties held during the winter.

Prize winners at this final party included Mrs. Albert Smith and Mrs. William Jonah who tied for first place among the ladies, and who were awarded a basket of fruit. Baskets of fruit were also awarded to Ralph Farris, No. 1 Box Shop, and Eldred Readle of Norfolk and Leo Clarkin from the Flooring Plant, the winners of the first, second and third prizes for the men.

Door prizes were won by Willard Jonah, Roofing Plant, Oscar Cook of Norwood and James Maroney, Watchman.



Federal, State and Local Expenditures Shown as Percent of Total Cost of Governments. See how the Federal costs have grown.

Fire Destroys Paper Mill Building

ON November 9, 1935, a portion of the Hinsdale Paper Manufacturing Co. Plant at Hinsdale, New Hampshire was destroyed by fire at a loss estimated at \$300,000.

Severe as this loss was for the company, it was undoubtedly a worse loss for the workers in the plant, as several months were required to rebuild the portion destroyed and install new machinery. Without doubt a number of the operators were retained on the construction work, but very likely at a lower wage, since they were not skilled workmen in the builders trade.

This is an indication that fires are still a hazard in paper mills, even with all the safety equipment and knowledge within our reach today. A moment's carelessness, a bit of poor housekeeping, or an unsafe condition or practice of any kind,

might be the cause of starting a fire which would be disastrous to the pay envelopes of us all. Safety and fire prevention go hand in hand.

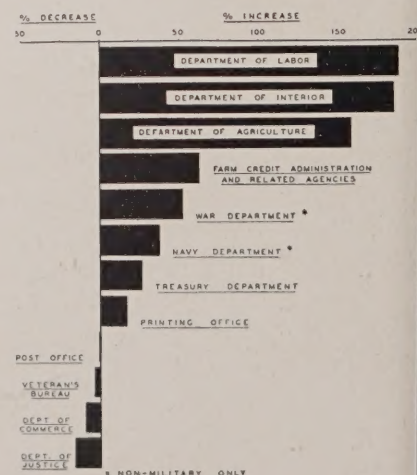
Veterans' Service List

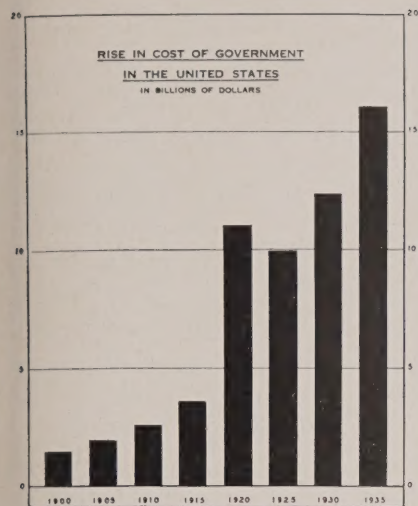
WE give below the names of those whose fifth, tenth, and fifteenth anniversaries fall during June and July, and of those who complete twenty or more years' service during these months:

JUNE

Name	Service Date	Year
John J. White	6-1-1891 Box Shop	4
Vitus Gleichauf	6-7-1895 Retired	4
Andrew Walker	6-7-1897 Paper Mill	3
Michael Sheehan	6-20-1899 Roofing Plant	3
Charles Knaus	6-1-1902 Paper Mill	3
Walter Sword, Jr.	6-1-1903 Paper Mill	3
James Kelly	6-7-1906 Maintenance	3
Mary Scanlon	6-1-1906 Box Shop	3
John Folan	6-6-1908 Box Shop	2
Michael Kodis	6-1-1909 Paper Mill	2
Kostanty Geigol	6-1-1909 Paper Mill	2
R. L. Tupper	6-7-1909 Box Shop	2
Michael McConologue	6-2-1910 Paper Mill	2
Ludwig Polevitch	6-21-1911 Paper Mill	2
Bessie Hubbard	6-10-1912 Main Office	2
James J. Maroney	6-12-1912 Maintenance	2
Michael Shergals	6-14-1912 Floor. Plant	2
Frank Massey	6-15-1912 Paper Mill	2
Mike Waytekunias	6-20-1912 Paper Mill	2
Patrick McDonald	6-30-1913 Box Shop	2
George Wallace	6-17-1914 Maintenance	2
Thomas Coyne	6-18-1914 Paper Mill	2
John A. Graham	6-22-1914 Roofing Plant	2
Wacław Baranowski	6-26-1914 Paper Mill	2
W. S. Jackson	6-1-1921 Box Shop	1
Mary A. Concannon	6-7-1921 Main Office	1
Mrs. Imogene Frank	6-13-1921 Box Shop	1
A. H. Bridgman	6-17-1921 Box Shop	1
L. R. Bernier	6-20-1921 Floor. Plant	1
Constante Lewicki	6-20-1921 Box Shop	1
Pierino Palozzi	6-20-1921 Roofing Plant	1
Carl Johnson	6-22-1921 Floor. Plant	1
Edith Goodwin	6-1-1926 Main Office	1
H. B. Mason	6-6-1926 Box Sales	1
Pauline Rafuse	6-7-1926 Main Office	1
Antonio Cregnaio	6-8-1926 Floor. Plant	1
Henry Treen	6-10-1926 Paper Mill	1
Martin Green	6-10-1926 Floor. Plant	1
George Johnson	6-11-1926 Floor. Plant	1
John Suman	6-16-1926 Box Shop	1
Evelyn Wadleigh	6-21-1926 Main Office	1
John Pechulis	6-23-1926 Maintenance	1
W. G. MacIvor	6-8-1931 Floor. Sales	1
Jarl A. Johansson	6-8-1931 Paper Mill	1
Josephine Antoine	6-15-1931 Main Office	1
Lillian Bartsch	6-15-1931 Main Office	1
Betty Benson	6-15-1931 Main Office	1

Changes in Federal Employment First Quarter of 1935 to Last Quarter of 1935.





Marjorie Cobb	6-15-1931	Main Office	5
Irene Lamore	6-15-1931	Main Office	5
Leo Salonen	6-29-1931	Main Office	5

Phillipsdale

Walter Gill	6-23-1911		25
Jack Mello	6-17-1926		10

Canada

Mrs. G. F. B. Cameron	6-2-1926	Montreal	10
F. H. T. Raddas	6-2-1911	Montreal	25
D. V. Duranceau	6-10-1921	Montreal	25
J. Rousseau	6-6-1921	Montreal	15
L. T. C. J. Gauthier	6-10-1921	Montreal	15
A. Ralph	6-28-1912	Hamilton	24
T. J. Porn	6-25-1926	Hamilton	10
R. J. Savard	6-7-1926	Portneuf	10
J. Greer	6-25-1926	Winnipeg	10

JULY

Name	Service Date	Years
James J. Geary	7-9-1883	Paper Mill 53
Elmer Bartlett	7-25-1885	Vice-President 51
Thomas Graney	7-8-1890	Maintenance 46
Martin King	7-14-1892	Maintenance 44
James Hammond	7-14-1894	Paper Mill 42
W. F. Geary	7-1-1896	Paper Mill 40
Eric Anderson	7-2-1898	Maintenance 38
James Hadden	7-1-1903	Retired 33
H. B. Fuller	7-1-1905	Box Sales 31
Sam Graves	7-16-1906	Janitor 30
Chester H. Andrews	7-10-1907	Box Sales 29
A. H. Russell	7-27-1907	Manager 29
		Purchasing and 29
		Traffic Agent 29
John Graney	7-8-1908	Floor. Plant 28
Fred Weiss	7-23-1909	Box Shop 27
John Zabrowski	7-6-1911	Box Shop 25
Holly B. Dyer	7-14-1911	Finishing Mill 25
Carl Osterlund	7-28-1911	Maintenance 25
William E. Harper	7-30-1912	Power and 24
		Steam 24
John Lydon	7-24-1913	Box Shop 23
Patrick Costello	7-29-1913	Finishing Mill 23
Joseph A. Sheehan	7-23-1915	Pl. Engineer 21
William Luvicki	7-6-1916	Paper Mill 20
John Coroski	7-11-1916	Roofing Plant 20
Eli Chamberlain	7-31-1916	Roofing Sales 20
		Manager 20
G. R. Cocke	7-1-1921	Flooring Sales 15
Alphonse Julis	7-2-1921	Box Shop 15
J. L. Geraghty	7-14-1921	Box Shop 15
Vincenzo Meomartino	7-14-1921	Roofing Plant 15
P. F. Rogers	7-15-1921	Main Office 15
R. B. Wadsworth	7-15-1921	Flooring Sales 15
John E. Johnson	7-22-1921	Maintenance 15
William McLaughlin	7-26-1921	Roofing Plant 15
Wesley Ahlgren	7-1-1926	Auditor 10
Stuart Farris	7-6-1926	Flooring Plant 10
Harold Watson	7-13-1926	Box Shop 10
Patrick O'Toole	7-19-1926	Box Shop 10
Michael Connolly	7-24-1926	Flooring Plant 10
George Groendyke	7-25-1926	Flooring Sales 10
Wm. J. McEntee	7-2-1931	Main Office 5

Chicago

Harry C. Prinzler	7-1-1913	Roofing Sales	23
Anna H. Kelly	7-8-1926	Office	10
Mary McWade	7-27-1926	Office	10

Suggestion Awards

APRIL

THE following suggestions were classified as of Intangible Value and given an award of \$5.00 each:

Pigeon Rack System for Steel Stock in Store Room—Louis DeBaggis, FBM-27
 Stop at Corrugator Pick Up Table—John P. Dixon, FXC
 Cut Two Inches Off Tables at New Bliss Stitchers—W. J. Downing, FXF
 Install Spare Stapling Machine at FXF—W. J. Downing, FXF
 Telephone at EMS Desk—Lester G. Evans, FFSM
 Move Cold Water Pipe in FXC Crane Well—Albert Hammond, FXF
 Billing of Shoe Carton Customers from Set-Up Stations—Harry F. Hey, ACM
 Hollow Head Set Screws on Top of Knives at FXCM—Herman W. Lauble, FXC
 Special Guard for Chain at Electric Doors in FXC—Charles Locke, EMM
 Protection for Belt Lacings—Fulton MacLean, FFD
 Angle Iron Ductor Blade on Top Calender Roll—Pat Maguire, FBPM
 Rack for Roll Shaft at FXRM-35—Fred Morrison, FXR
 Mirror for FXRM-34—William O'Brien, FXR
 Raise Sprockets on No. 2 Stick Rack—Clemens Reithofer, Chicago
 Angle Iron Guide for Oven Cable at No. 2 Top Oven—Albert T. Renaghan, FFP
 Chute for No. 1 Elevator—Herbert Schreiber, Chicago
 Rebuild Guard for Starting Lever on Sheet Cutter FXRM-35—Everett Seavey, FXR
 Loop Guide on FBPM-1 Rack—Sulo Sointu, FBPM
 Quarter Inch Plug Cocks in FBA—Kenneth Stuber, FBB
 Change Location of Quick Action Valves—John W. Walsh, FBM
 New Friction Brake For Jump Rolls FBPM No. 2—Edmund Wenstrom, FBM

Three men were awarded \$10.00 for five accepted suggestions: William O'Brien, FXR, Clemens Reithofer, Chicago, Herbert Schreiber, Chicago.

MAY

The following suggestion was classified as showing a Saving in Manufacturing Cost and given an award of \$10.00:

Reverse Bevel Gears on Patterson Kettles—Charles Chorlton, Jr., FBM

The following suggestions were classified as of Intangible Value and given an award of \$5.00 each:

Iron Handles on Breast Roll Ductor—William D. Andrew, DPP
 Install Two Slide Valve on Pipes at DMB No. 1—Lawrence Balduf, DMB1
 Make Under Side of Platform Fire Proof at FBK—Howard C. Bearce, FBW
 Felt Strips for Trailers to Prevent Damaged Rolls—Stephen Cavanaugh, FF
 Special Guard Around Pulley at FBW—Perry Crane, FBW
 Wire Floor Brush—John Eppich, FFC
 Improve Brass Roll on Set-Up Machine—Leroy Fullerton, FX2
 Cover Wooden Boxes for FXCM-1—John J. Goonan, FXC
 Signal Light in DP Beater Room—Hjalmar Hyrske, DPM
 Counter Balance for Each Gate on Tarred Felt Saturator—Fred Matthews, DPG
 Ladder on Roof at FBM—Frank Michienzi, FBV
 Thread Sheet Guide Brackets for Adjusting Screws—Fred E. Morrison, FXR
 Cover Over Wet Felt Guide at DMP-3—Herman Nordstrom, DMPM-3
 Outlet Valve at FXCM-2—Peter Petroni, FXC
 Cut Back Board at DP—Fred Pierson, DMP
 Brass or Bronze Rings for Beater Washers—Charles D. Rafuse, EMM
 Guide Plate for Custom Built Shingle Machine—Paul Sansone, FBM
 Screen at Dumping Valve No. 11 Beater—Carl V. Smith, DMB
 Guard Rails on Platforms at FFG and FFFN—Peter A. Walsh, FFG
 Another Brake Pedal on FXBM-32—Howard Young, FXB
 Faster Method of Posting East Walpole Power Report—Raymond F. Young, ACM

Charles Chorlton, Jr., FBM and John J. Goonan, FXC, were awarded \$10.00 each for five accepted suggestions.

Phillipsdale

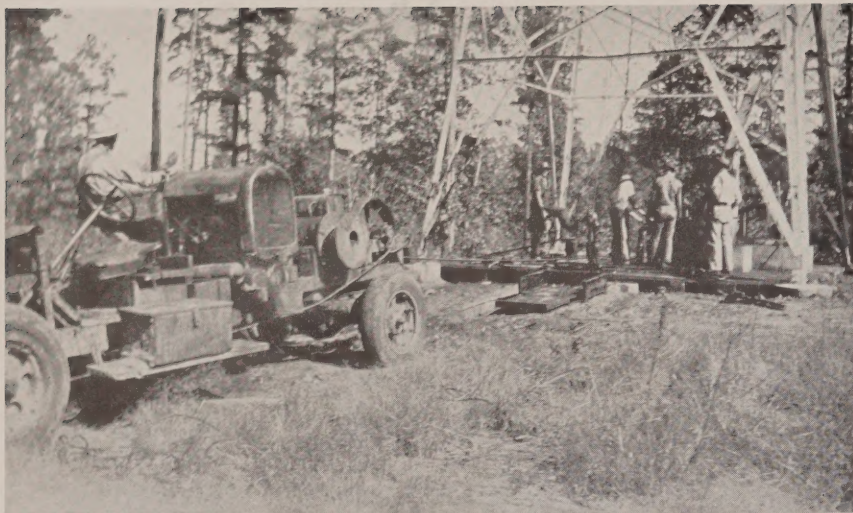
Fergus Christie	7-1-1913	23
Edward Kelley	7-6-1914	22
Hjalmar Hyrski	7-10-1926	10

Canada

C. P. Cowan	7-8-1910	Montreal	26
V. H. Bailey	7-2-1921	Hamilton	15
A. C. Goddard	7-27-1921	Hamilton	15
J. C. Picher	7-3-1911	Pont Rouge	25
H. W. Jaffray	7-20-1931	Ontario	5

An Accidental Discovery

Blotting paper was an accidental discovery. An employee at a paper mill forgot the sizing, and his employer, after the paper had been condemned, happened to use a piece to make a note on. He saw that the ink was absorbed and realized its possibilities as an ink drier instead of the usual sand.



A group of Roustabouts "fishing" for a broken string of sucker rods at one of our oil wells in Waterloo, Arkansas.

Departmental League Organized

By Ernest W. Oakes

A PROMISING team representing Bird & Son and a departmental league of six teams have already been organized and give promise of a very active season in Baseball.

The Bird & Son team has already opened the season and games will be played at the Athletic Field every Sunday if possible, with at least one twilight game each week. Many of the veterans of past seasons have dropped out, making the team practically a new one. New uniforms purchased this spring give the team the appearance of a snappy outfit and present indications are that the players are hustling and will certainly win their share of games this season.

The six teams forming the inter-departmental league are—Roofing, Flooring, No. 1 Box Shop, No. 2 Box Shop, Paper Mill and Main Office (combining for one team), and Maintenance Department (including the Boiler Room and the Triangle Building). All members of the Bird Club are allowed to play in this league and the rivalry between the teams is surely going to be well worth seeing, so, support your team, either by playing on it or by following the games. It is going to be a big season.

A prize, beside the Bird Club Trophy, will be awarded to the winning team. The schedule includes thirty games in all, which means that each team will take part in ten games. The season will start

on June 1, before this issue of the *Review* appears, and games will continue through the first week in August. All games will be played at the East Walpole Athletic Field.

Departmental Schedule

All games are to be played at the Athletic Field:

Monday	June 1	ER vs. FX2
Tuesday	June 2	DM vs. FX1
Friday	June 5	FB vs. FF
Tuesday	June 9	FF vs. DM
Wednesday	June 10	FX1 vs. ER
Friday	June 12	FX2 vs. FB
Monday	June 15	FF vs. FX2
Tuesday	June 16	FB vs. FX1
Wednesday	June 17	ER vs. DM
Monday	June 22	FB vs. ER
Tuesday	June 23	FX1 vs. FF
Wednesday	June 24	DM vs. FX2
Monday	June 29	FX1 vs. FX2
Tuesday	June 30	DM vs. FB
Wednesday	July 1	ER vs. FF
Monday	July 6	FF vs. FB
Tuesday	July 7	FX2 vs. ER
Wednesday	July 8	FX1 vs. DM
Monday	July 13	ER vs. FX1
Tuesday	July 14	DM vs. FF
Wednesday	July 15	FB vs. FX2
Monday	July 20	FX2 vs. FF
Tuesday	July 21	FX1 vs. FB
Wednesday	July 22	DM vs. ER
Monday	July 27	FF vs. FX1
Tuesday	July 28	ER vs. FB
Wednesday	July 29	FX2 vs. DM
Monday	Aug. 3	FB vs. DM
Tuesday	Aug. 4	FX2 vs. FX1
Wednesday	Aug. 5	FF vs. ER

Team Managers

FB—Roofing Plant—Edward Hiller
 FF—Flooring Plant—Carleton Rafuse.
 FX1—No. Box Shop—Howard White.
 FX2—No. 2 Box Shop Bldg.—Ambrose Fitzpatrick.
 ER—Power and Maintenance—Mario Boragine.
 DM—Main Mill and Sales—John DeCosta.

Labor

I cannot too much impress upon your mind that labor is that condition which God has imposed on us in every station of life; there is nothing worth having that can be had without it.

As for knowledge, it can no more be planted in the human mind without labor than a field of wheat can be produced without the previous use of the plow.

If we neglect our Spring, our Summer will be useless and contemptible, our harvest will be chaff, and the Winter of our old age unrespected and desolate.—Sir Walter Scott.

Acknowledgments

I wish to thank my friends in Bird & Son, inc. for their kindness and sympathy during my recent bereavement.

Olivine Tetrault.

Your kind expression of sympathy is gratefully acknowledged and deeply appreciated.

The family of the late John J. Thatcher.

I wish to thank my friends in Bird & Son, inc. for the beautiful floral tributes and many kind expressions of sympathy received during my recent bereavement.

Joseph Magnani and family.

Your kind expression of sympathy is deeply appreciated and gratefully acknowledged.

Mr. and Mrs. C. Hewitt and Stanley McGrane.

Thanking you for your kind sympathy expressed in the beautiful flowers received.

Mr. Joseph Tomm and family.

I wish to thank my friends at Bird & Son for the flowers and their kind expressions of sympathy during my recent bereavement.

Frank Whitehead.

Joan Altman, daughter of Harold Altman, Chicago, and her dog Skipper.





BIRD PRODUCTS



Roofing Division

BIRD Shingles

Special 3 in 1 Thick Butt	3 in 1 Thick Butt	Super 3 in 1 Thick Butt
Weather-Tex Thick Butt	Custom Built	NEPONSET Twins Thick Butt
NEPONSET Double Twins	American Double Twins	Loc-Set Hex-Twins Individuals
Lock-Butt	BIRD Insulated Bric-Siding	Giant Individuals
Art Wall Siding	Bric-craft Siding	Weather-Tex Siding Art-Bric Siding

BIRD Roll Roofing

Paroid	Art-Hex	Mineral Surfaced	American Ready	Old Reliable
Universal	Mineralite	Waterdyke	Proslate Roofing, Blind Nailed	

BIRD Building Papers

NEPONSET Black	Saturated and Coated	Super Sheathing	Economy
Refrigerator Insulating	Reenforced Kraft Paper	Duplex Kraft	

BIRD Wallboard

NEPONSET Wallboard	American Wallboard	Art Craft Wallboard
NEPONSET Tileboard	American Wallboard, Green One Side	Poster Board

BIRD Specialties

BIRD Built-up Roof Materials	BIRD Deadening Felt	Tarred Felt	Asphalt Felt
	Plastic Cement	Roof Coating	

Flooring Division

BIRD NEPONSET Rugs and Floor Coverings, Armored with Bakelite*

BIRD NEPONSET Rug Border

Economy Rugs	Economy Floor Coverings	Economy Hall Runner
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BIRD NEPONSET Hall Runner

BIRD Lining Felt	BIRD Saturated Felt	Rubberlike Matting
BIRD CHROMALIN, Plain and Jaspé Floor Covering		

Box Division

BIRD Solid Fibre and Corrugated Fibre Shipping Cases

BIRD-Fibre Wood Frame Shipping Cases

Carton Division

BIRD Shoe Cartons	NEPONSET Waterproof Paper Flower Pots
Tack and Screw Boxes	Plant Bands Plant Boxes

Special Paper Division

Index Pressboard	Socket Lining Paper	Rocket Paper
Dry and Waterproof Felt Papers for Special Purposes		
Industrial Filter Paper		
Innersole Board	Cloth Board	

BIRD & SON, inc.

Established 1795

EAST WALPOLE, MASS.

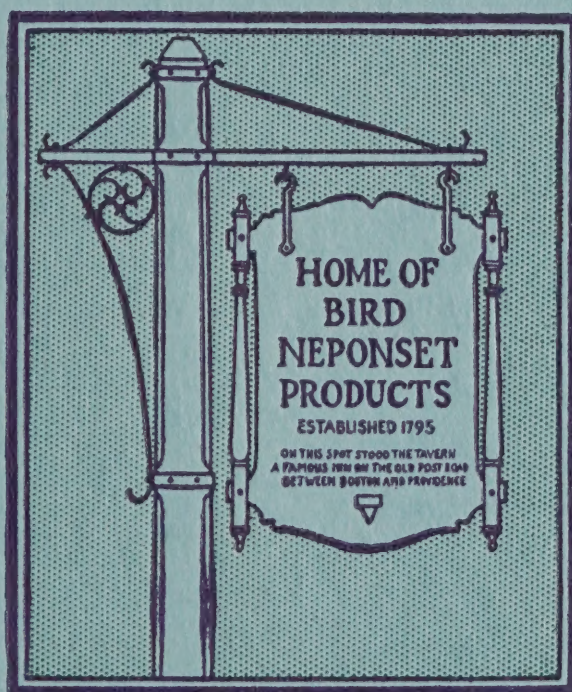
* Trade-mark of the Bakelite Corporation.



{List of Bird Products on Inside Back Cover}

BIRD'S *Neponset* REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.



Flooring Quarterly

VOL. XXIV NO 4

AUGUST 1936



BIRD & SON, inc.

Established 1795



East Walpole, Massachusetts, U. S. A.

Paper Mills
East Walpole, Mass.
Phillipsdale, R. I.

Box Factories
East Walpole, Mass.

Flooring Plant
Norwood, Mass.

Roofing Plants
Norwood, Mass.
Chicago, Ill.

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Vice-Chairman, CHARLES S. BIRD, JR.

President, BENJAMIN H. ROBERTS

Advisory and Consulting
Vice-Presidents

Vice-President, RICHARD C. FLOYD

Vice-President, CHARLES W. CONRAD

ELMER H. BARTLETT

Secretary and Treasurer, AXEL H. ANDERSON

PHILIP H. BAILEY

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CHARLES S. BIRD, JR.

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ALLEN H. RUSSELL

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Assistant Treasurer and Credits, D. E. MERRILL
Assistant Treasurer, H. E. DAVENPORT
Auditor, W. C. AHLGREN
Purchasing and Traffic Agent, A. H. RUSSELL
Assistant Purchasing and Traffic, M. J. HAWKINS
Director of Personnel, B. D. ROGERS
Director of Research, E. M. LINES

Sales

Director of Sales, R. C. FLOYD
Sales Manager Paper Division, F. H. HIRD
Assistant Sales Manager, W. E. HICKS
Sales Manager Roofing Division, E. L. CHAMBERLAIN
Manager Eastern Division, W. E. HALE
Manager Central Division, S. C. TRAUDT, JR.
Manager Southern Division, A. D. KILHAM
Manager Western Division, W. W. WILSON
Sales Manager Box Division, C. H. ANDREWS
Assistant Sales Manager, G. L. STUDLEY
Sales Manager Carton Division, A. M. CLAFFEE
Bird Floor Covering Sales Corporation
(Subsidiary Company)
President and Sales Manager, H. E. SAWYER, JR.
Field Manager, A. V. GARLAND

Manufacturing

Director of Manufacturing, C. W. CONRAD
Assistant to Director of Manufacturing, P. N. HILLS
General Superintendent Paper, Box and Carton Divisions,
R. A. WILKINS
Plant Engineer, J. A. SHEEHAN
Chief Chemist, E. L. CONNOLLY
Superintendent Paper Division, J. J. BURKE
Superintendent Box Division, A. D. COLBURN
Superintendent Carton Division, R. L. TUPPER
Superintendent Felt Division, T. G. HENDERSON
Assistant Superintendent, R. H. SALISBURY
Chief Chemist, A. H. CHAMBERLAIN
Superintendent Flooring Division, R. M. WIGHT
Assistant Superintendent, B. H. BAILEY
Chief Chemist, J. E. GRAHAM
Superintendent Eastern Roofing Division, M. R. BEASLEY
Assistant Superintendent, G. E. SMITH
Chief Chemist, F. P. REYNOLDS
Superintendent Western Roofing Division, J. G. YOUNG
Assistant Superintendent, J. F. MATCHA
Chief Chemist, ERICH GACH

Branch Offices

New York, Chicago

Warehouses

BALTIMORE, BROCKTON, BUFFALO, CINCINNATI, CHICAGO, DETROIT, EAST WALPOLE, KANSAS CITY, MINNEAPOLIS,
NORWOOD, SAVANNAH, SOUTH KEARNY, ST. LOUIS



CAMPAIGN

TO REDUCE

PEDESTRIAN

ACCIDENTS

Speed - Not Distance

THE record of pedestrian accidents on the highways of Massachusetts for the past five years was 2,288 persons killed by motor vehicles, and 76,852 injured.

Believing that there is a very urgent need of a special campaign in their behalf, the Massachusetts Safety Council, with its cooperating agencies, is undertaking an intensive program to assist pedestrians in saving themselves from being run down.

The state-wide appeal to motorists to keep their speed under 45 miles an hour in March gave surprising results. Deaths were reduced by 23 and non-fatal accidents by 700!

SPEED OF PEDESTRIANS

Will you, as a pedestrian, likewise reduce your speed during the summer months? Haste is a factor in most of these accidents. Oddly enough the motorist, after he has left the car that he has been driving at 40 miles an hour, often becomes the most dangerous pedestrian. He is impatient when obliged to wait for a minute on a street corner; steps off the sidewalk suddenly; disregards traffic signals.

This leaflet may prevent a pedestrian accident. If you don't need it, will you pass it on to another?

Lack of Confidence



LACK OF CONFIDENCE

A large number of fatalities occur to elderly people. The factor in these accidents is not speed, but uncertainty. Conscious that the years have slowed down their faculties, there is lack of confidence when they cross the street. Confronted by an approaching motor car, they often dart back and forth in a frightened manner. The motorist finds it impossible to drive around them.

DEFECTIVE EYES

If you cannot see out of the corner of your eye, you have "tunnel vision". Don't concentrate on one object when crossing the street. Keep the head moving from side to side and get the whole picture. Or perhaps one eye is weaker than the other. Danger is likely to come upon you from that side. Turn the head often toward the less efficient eye.

SPEED—NOT DISTANCE

Pedestrians with a clear view of traffic, often make a serious error of judgment when leaving the sidewalk. They look to see how far away an approaching car may be rather than how fast it is moving. The skilled pedestrian should also note the width of the road, the presence of any other moving vehicle in the vicinity, and he should remember that an auto going at average speed moves ten feet to his one.

THE DODGING RABBIT

The rabbit is the only animal that can see behind its ears, yet you find it dead on Western highways when it tries to beat the motor car. The postman, on the other hand, is a pedestrian every day he works, but you never find his name in the casualty lists, because he uses the cross walks, is accurate in his judgment, and never competes with traffic.

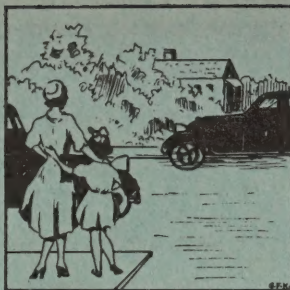
NIGHT DANGERS

The hazard on rural highways at night has become very serious. Walk facing traffic, on the left side of the road, and give way to it. A motorist seldom sees you in dark clothes. Wear or carry something white; the lower the better, since lights slant down. Some townsmen carry a lantern for better protection.

SAFETY OF CHILDREN

A member of the Massachusetts Safety Council, motor-ing up from the South, reported: "The colored mother is giving better instruction to her children in the use of the highway than is the white mother of the North. She may be the only one interested in the safety of her child; but she accepts the responsibility."

In Massachusetts the death rate of children under five years of age remains high. The accident rate among children of school age is going down.



Safety of Children

CODE FOR PEDESTRIANS

Cross the street where you can be seen; not from behind a parked car.

Judge traffic accurately; by speed, not by distance alone.

Look to the left and right for danger; don't concentrate on one object.

Face traffic on country roads; step off when cars come at high speed.

Wear or carry something white at night; otherwise motorists at 40 miles an hour can't see you in time.

Train children to keep out of the street; one in three, on the present record of accidents, is destined to be run down.

The fatigue hour is around 5 p.m.; chances for an accident double at that time.

Issued by the
MASSACHUSETTS SAFETY COUNCIL
80 Federal Street, Boston



BIRD'S NEPONSET REVIEW

VOL. XXIV

AUGUST, 1936

No. 4



One of the Attractive Studios of Station WMEX Boston With a Custom Built Chromalin Floor.

BIRD RUGS
*Armored with BAKELITE**
*Trade Mark of the Bakelite Corporation

BIRD Floor Coverings
*Armored with BAKELITE**
*Trademark of the Bakelite Corporation

ARMORED with BAKELITE*—here is the new stamp of quality which you will find on every package of Bird Neponset Rugs and Floor Coverings indicating a new development in paint manufacture which gives our material a through-and-through protection against foot traffic and frequent washings with soap and water.

This new process of paint manufacture has been developed by the combined efforts of the Bakelite and

Bird Research Laboratories. The result is an entirely new paint fully covered by patents which are jointly owned and controlled by these two companies. The name BAKELITE* instantly conveys the impression of quality to the user. BAKELITE* products have long been known for their durability and long service. These two qualities, through this new paint, have now been built in to Bird Rugs and Floor Coverings Armored with BAKELITE* bring-

ing additional wearing qualities into a line which for many years has had a reputation for lasting beauty and exceptionally long wear.

Many Felt Base Rugs and Floor Coverings are said to be quality products and really give the consumer good value. But in actual use frequent washings with soap and water soften them and give them a dull appearance. This is exactly what soap and water do not do to Bird Rugs and Floor Coverings

*Trade-Mark of The Bakelite Corporation.



Above—Model Room with an unusual Custom Built Chromalin Floor Set up by J. Blumberg Furniture Co. Waukegan, Ill. Center—A Dress Shop in Birmingham, Ala. with an effective floor of Chromalin-Jaspe[®] laid in strips of alternating colors.

Armored with BAKELITE*. The pigments in the paint are heavily armored against these two common enemies—soap and water—because the substance which binds them together contains BAKELITE*. This means that Bird Rugs and Floor Coverings Armored with BAKELITE* will retain their smoothness and gloss longer than other Felt Base Floor Coverings now on the market. The surface is extremely easy to clean. To the housewife this means HOUSEKEEPING MADE EASY, and in addition a floor which will retain its original beauty a long

*Trade-Mark of The Bakelite Corporation.

time and give extra value for every dollar invested in it.

Armored with BAKELITE* does not mean that the material is given a surface treatment or application after the pattern has been imprinted. The BAKELITE* qualities are embodied in the paint itself, and the undersurface of the paint next to the Felt Base has exactly the same qualities as the top or wearing surface.

All the world knows BAKELITE* and accepts it as a synonym for quality. An advertisement of Bird Rugs and Floor Coverings Armored

with BAKELITE* in any store will instantly catch the consumer's eye and draw people into the store. Large Department Stores all over the country have been capitalizing on the new features and through advertising and general promotion programs have had such a splendid response that many of them are planning repeat programs emphasizing this new development in quality.

It is easy to see why they are doing this. Bird Rugs and Floor Coverings Armored with BAKELITE* pack a real selling punch because they carry a mark of individuality and distinctiveness found in no other Felt Base Line.

A Reputation For Reliability

OUT in Milwaukee last month there occurred an incident in which we take pride because it showed that our reputation for sincerity and reliability is more than mere words.

Chromalin was being introduced by a large store with displays both in the window and in the department itself. While the rolls were being brought on the floor the General Merchandise Manager of this company, which operates several large stores, came along and inquired from the flooring salesman what this was all about. When told that it was a new floor covering product, he asked the salesman to call the main buyer. The following conversation then took place, as reported by the salesman.

General Merchandise Manager: "What have you here?"

Buyer: "That's a new floor covering I bought on which we are running advertisements this week."

Manager: "What do you know about it?"

Buyer: "All I know about it is what I have been told by the factory representative."

Manager: "Are they a reliable firm and can you take their word for it?"

Buyer: "Absolutely. I'll take their word for anything they say."

The Merchandise Manager, who could evidently rely on the word of his buyer, then walked away satisfied. The Buyer in turn had been satisfied and sold on the material

(Continued on Page 5, Col. 1.)

Chromalin in Patterns---A New Product

BIRD Chromalin is an entirely new development in the field of hard surfaced floor covering. It is made under a special patented process owned by Bird & Son, inc. and sold exclusively by the Bird Floor Covering Sales Corporation. So different is its composition that it is not even distantly related to any other product on the market. It is neither linoleum nor printed Felt Base and should not be confused with any other type of Floor Covering.

A New Process

This exceptionally fine new product has been made possible by the development in our Research Laboratories of a new process of manufacture whereby colors are carried through the entire thickness of a substantial surface tread; no matter how intricate the pattern, each color penetrates through to the very bottom of the wearing surface. This remarkable wearing surface is combined with a Felt Base—the same sturdy Felt Base which for many years has served as a base for the Neponset and Economy lines of Flooring.

Chromalin Qualities

Wear—The tough surface tread on Chromalin possesses tremendous resistance to wear. The serviceable life of Chromalin under any normal conditions is at least equal to that of the less expensive inlaid linoleum products now on the market.

Permanence of Pattern—The through-and-through penetration of the colors gives the pattern a permanency equal to the life of the material itself.

Lasting Smoothness and Freedom from Dirt—The surface of Chromalin is hard and smooth, and it becomes even smoother with wear. The materials of which the surface is made are very finely ground, with no fibres to be roughened up by wear. The quality of smoothness increases with use and lasts throughout the entire life of the product, producing a floor which repels dirt and which is exceptionally easy to clean.

Waterproof—The finely ground particles in the surface tread are so completely surrounded by waterproof materials that the finished product is itself extremely waterproof.

All One Solid Sheet—Its surface tread is all in one solid sheet. There are no small pieces of the design to become loosened by wear. There are no joints between different parts of the design to crack if the material is bent too sharply in laying.

Improves with Age—Chromalin has a hard, dense surface tread which does not become brittle nor deteriorate with age. It ages very slowly and retains its flexibility for a long time.

A Flat Lying Floor—Its continued flexibility and waterproofness make Chromalin a flat lying floor with no tendency to curl at the edges even when laid loose. The normal expansion and contraction of Chromalin is the same as that of ordinary Felt Base Floor Coverings. It is not necessary to cement Chromalin although we recommend the use of cement in all commercial installations.

Range of Patterns and Designs—The new process developed for the application of the pattern enables us to make Chromalin in a wide variety of designs and colors. We are *not* limited to tile or inlaid effects but are able to get equally attractive floral designs which cannot be made on straight line inlaid machines. These floral effects will be a tremendous help in the sale of Chromalin—particularly Chromalin Rugs.

malin—particularly Chromalin Rugs.

The soft and lovely colors in new Chromalin patterns stay bright and clear through the long life of this tough, durable floor covering. Some of the most beautiful patterns are floral patterns that are rarely available in moderate priced, durable floor covering. Chromalin is suitable for use in any room and is particularly adaptable to home remodeling as an all-over Chromalin floor of durable beauty can be had at extremely low cost.

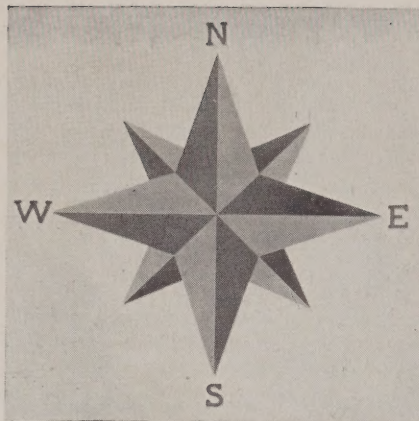
It is also recommended for use in many commercial installations, such as shops, and professional offices where it is important that a floor covering should add a feeling of dignity and charm to the room.

Dollar for Dollar . . .

Chromalin is a new floor covering made by a new process. It is the finest value that has ever been offered in moderate priced durable floor covering. There has always been a large demand for a floor covering with the pattern down through the entire depth of a durable long wearing surface. Chromalin fills this demand. The market for Chromalin is not limited. It is a product for every home, shop or professional office that wants a truly durable and economical floor covering.

An Executive Office in Radio Station WMEX, Boston With a Custom Built Chromalin Floor of Unusual Design.





Chromalin Custom Built Floors

THERE is a growing demand for custom built floors. We are prepared to meet that demand with Chromalin (Plain and Jaspé) and have provided six standard insets pictured on this page. These insets will be cut and put together here at East Walpole ready for laying. All the floor-layer has to do is to lay the inset on the floor, mark around the outside edge and cut accordingly.

Our Design Department is prepared to create original inset effects (other than standard) or work up any original effects suggested. No charge will be made for this service. Prices for special insets will be given upon request.

In addition to the inset service, we are now prepared to offer free advice to anyone who wishes to lay a floor of unusual design. Give us the dimensions of the floor to be covered, the purpose for which the room is used, and the interior decoration scheme, if already determined. We will make up a scale drawing suggesting the most appropriate designs for a Chromalin custom built floor. This scale drawing will be in colors.

For this service also, there is no charge. In return, all that we ask from the dealer or contractor is a report as to whether or not he was successful in landing the job.

Chromalin cuts easily. There are no ragged edges. Straight line borders and feature strips—simple geometric figures or more complicated designs if you prefer, are easily and effectively made.



Duracork--Chromalin

FOR the sake of consistency and uniformity the name of Duracork has been changed to Chromalin. The two products are very closely allied and it seems best and most natural that they should both be sold under the same name.

This gives us a Chromalin line as follows: Chromalin patterned goods, Chromalin Jaspé (formerly Duracork Jaspé) and Chromalin Plain (formerly Duracork Plain). All material now being shipped carries the new label, and in all of our printed matter and advertising helps issued for the new season the name Duracork has been changed to Chromalin.

It should be understood that this is a change in name only and that the same fine qualities of beauty, durability and ease in laying are all present. There has been no change in the process of manufacture.

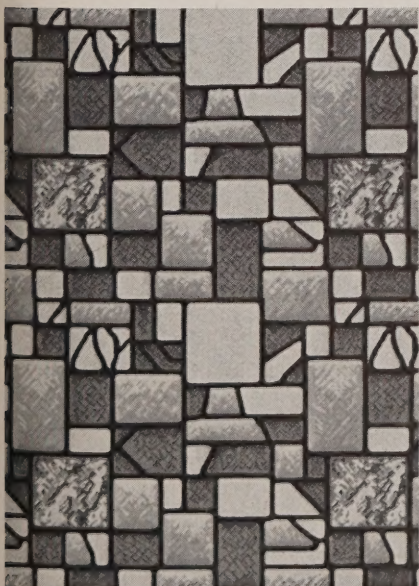
Reliability

(Continued from Page 2)

by the word of our salesman on whom he knew he could depend. This is the sort of confidence Bird & Son has been able to build up through many years of honest, reliable business with its dealers.

To maintain an unbroken reputation like this has always been, and will in the future be, our aim.

A bright popular pattern in Chromalin.



Unusual floral design in Chromalin.

A Boost for Chromalin

AN unsolicited letter about the quality of our new Chromalin received recently is worth reprinting here. The letter is addressed to one of our salesmen and reads as follows:

June 16, 1936

I thought you and your company would be interested in a Chromalin floor laid by our store.

I had to inspect several floors of all types of linoleum after our flood this Spring. We had to replace 15 inlaid floors and recement 10 floors. In the above case of Chromalin I made an inspection after it had lain under water for 54 hours only to find it in perfect condition.

Before I sat down to write this letter I made another inspection and it is still in perfect condition. This is the only time that we have sold a felt base backed material that we have never had a complaint of it creeping over the floor. We find it a good and satisfactory flooring.

Very truly yours

Minstrel Show Cast Enjoys Party

EIGHTY-NINE members of the cast and committees of the Bird Club Minstrel Show gathered at Weber Duck Inn on Friday night, June 12,

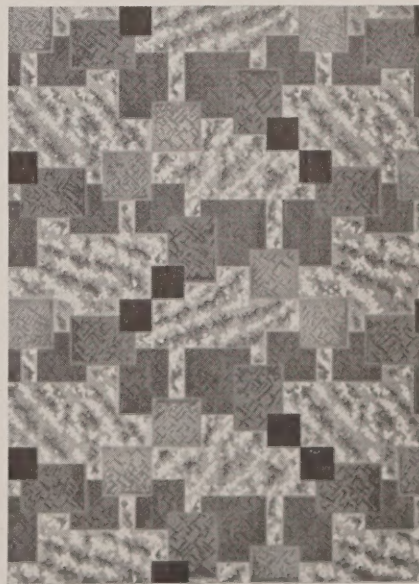
to feast on a choice menu and enjoy an evening of dancing to Bert Lowe's orchestra. Those who attended were guests of the Bird Club Council who gave the party in appreciation for the splendid work of all those who helped to make the Minstrel Show such an outstanding success.

Dinner was served at seven with a menu which included the choice of duckling, roast chicken, fried clams or fried scallops. Although there were no formal speeches, Vice-President Wesley A. Beaulieu read a letter from President Henri E. Davenport thanking the members for their work and Mr. Dinagan, Director of the show, was called upon to say a few words. He spoke of the fine work done by everyone and mentioned especially those who took part in the Bosses' Ballet. He added that he was very much pleased with the entire performance and hoped he would have a chance to work with us again in the future. Between courses at the dinner the group entertained themselves by singing the chorus numbers of the Minstrel Show, drowning out the dance orchestra completely on one occasion.

As soon as the banquet was over, everyone adjourned to the main dance floor and enjoyed the dancing until late in the evening.

It was a fine party and a fitting wind-up for all the Minstrel Show activities.

Another Chromalin pattern which is very popular.



New Installations Increase Efficiency

THROUGHOUT our plant a number of new installations are being made, modernizing our equipment, preparing for greater future capacity, and at the same time lowering operating costs.

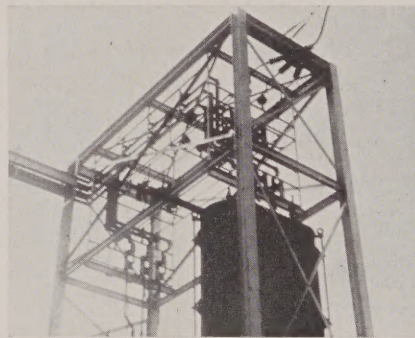
One of the most important of these is the new system for burning pulverized coal which is now being installed in our East Walpole Boiler Room. When completed, this will give our four large boilers additional steam capacity equivalent to that of one additional boiler—90,000 lbs. of steam per hour. The two small boilers will not be changed from the stoker system and will be saved for use in emergencies. At the present time our demands for power and steam have been so great that it has often been necessary to run all six boilers at full capacity, leaving no provision for repairs or unexpected shut-downs.

The four large boilers are being completely rebuilt. Additional tubes are being installed to afford increased steam capacity and a series of pulverizers set up. Soft coal is fed into these powerful machines and completely pulverized to a fine dust by a series of stationary and rotating hammers, a dust so fine that it can be suspended in air. This dust-laden air is then carried to the furnace and blown in to ignite in much the same way as oil is burned in the more familiar household furnace burner. The entire process is more automatic than our old system, and because the pulverizers can be interchanged with any of the four boilers the system will be more flexible when emergency repair work is necessary. Cleaning the fires, an operation which was formerly necessary at least once each shift in order to remove the slag, will now be less frequent. Actual heat produced from the same amount of coal will be increased by about 6%, and it is expected that such savings will be made that the entire cost of installation will be paid for in about 2½ years.

Larger Power Lines

Because of additional machinery and increased production at the Flooring and Roofing plants, the demand for power from these two plants has increased 2½ times over the demand in 1933 and 1934. To

take care of this demand and provide for the future, the large transformer from the East Walpole transformer house has been moved to the Roofing plant, one of the smaller East Walpole transformers has been moved to a new location just outside the Turbine Room and another transformer of equal capacity has been installed along with it. These two East Walpole transformers now step up the power to 13,800 volt power and it is transmitted to the Norwood plants over a new cable which has a very high transmission capacity. Without attempting to use



Worm's-eye view of the new transformers just outside the East Walpole power station. Here the power is "stepped up" and transmitted to the Flooring and Roofing Plants.

technical terms, the net results have been that East Walpole is now able to send to Norwood, and the Norwood plants are now able to receive, double the amount of power that was possible under the old system. This not only takes care of their present needs, but allows for future expansion when more power is needed.

No. 1 Box Shop

Eliminating several thousand dollars worth of waste per year, a new cut-off section has been installed on No. 2 Combiner which makes the board for the corrugated fibre boxes. There are two Langston Cutters of a type similar to that installed a number of years ago on the solid fibre combiner, but with many improvements. The sheet can be run through this new machine and cut to exact lengths where formerly it was necessary to allow from ¼" to 1" on each sheet which was later trimmed off as waste at the Printer and Slotter machines. The new equip-

ment is of the very latest, and works with a surprising smoothness and quietness.

In addition, at another section of the machine is a 3 unit set-up for slitting and forming the lengthwise creases. This part of the machine is still in the experimental stage, but eventually it will be developed so that new set-ups can be made on the two units which are not in use and then these units can be swung into place when needed, permitting the machine to operate almost continuously without having to shut down while a new set-up is being made. The drying and cooling sections of this machine have also been lengthened so that the board can now be run through at greater speed.

Thus in both speed and accuracy this new machine is a great improvement in our process of manufacturing corrugated fibre board.

Another recent installation at the No. 1 Box Shop is the Hoe Cutting and Creasing Press on the top floor. This press does work similar to the Thompson Presses, and in addition can handle special die-cut work. It will give the solid fibre department a greater producing capacity and enable them to handle some special types of work which were not practical with our former equipment.

Asphalt Heater

One of the most effective of all new installations is the new asphalt heater for flooring saturant at the Roofing Plant. This is an entirely new system for heating the asphalt for saturation. Whereas formerly the asphalt was heated at the Saturation Tank on the machine by a system of circulating oil, this new system reverses the process and without using the circulating oil heats the asphalt in special storage tanks and circulates the asphalt itself to the machine and back again, constantly reheating it. The storage tank is direct fired by means of two oil burners located outside the building. The combustion gases from these burners are conducted through two

parallel pipes near the bottom of the tank, into a common return to the stack, effectively heating the asphalt in the tank.

Thus at the Roofing mill we have developed a system of direct heating for the asphalt which is far superior to the old one. The result has been not only more practical as far as the heating itself is concerned, but it is now possible to maintain the asphalt at temperatures 30° to 40° higher than formerly. This means a better saturation and a quicker one, and although the new heater has been in use only a short while, production on this machine has been increased by 25%.

If the new heater continues to show its effectiveness, similar systems will be installed at all other practical locations in the Roofing Plant and it is hoped that eventually the use of circulating oil may be cut practically in half.

Letter From

Commander Byrd

WHEN the last South Polar Expedition was organized by Rear Admiral Richard E. Byrd, our company furnished him with some Reinforced Kraft Paper for insulation purposes. This paper was taken to Antarctica and used on the wall of the Advance Meteorological Base where Rear Admiral Byrd lived and worked entirely alone for a period of nearly five months in 1934.

On the anniversary of his return to this country, Commander Byrd wrote to Bird & Son thanking us for our assistance and attaching an autographed sample of our Reinforced Kraft Paper which was taken from the wall of the Advance Base Station where it had been used as insulation during those long winter months when Rear Admiral Byrd voluntarily submitted himself to one of the greatest tests of endurance ever recorded, and very nearly lost his life in so doing.

The letter, written in Admiral Byrd's own handwriting, has been framed and hangs at the entrance to our East Walpole Brigade Room.

It reads as follows—

"Boston, Mass.
May 10, 1936.

"On this anniversary of our return from the South Polar regions, I want to express to you my deep and enduring appreciation of the assistance you rendered our Second Antarctic Expedition, which helped to make it possible for us to serve more than twenty branches of science, and map and take possession of thousands of square miles of new territory for the United States.

"Attached to this sheet is an autographed piece of insulation from the wall of the Advance Meteorological Base, the southernmost habitation ever occupied by man.

In gratitude and friendship

(signed) Richard E. Byrd

Commander, Byrd Antarctic Expedition II."

She Knew What to Say

Following is a copy of the letter of resignation of a young Filipino school teacher, whose difficulties on the job were evidently more than she could stand:

Dear Sir: I have the honor to resign because my works are many, but my salaries are few. Besides, the Supervising, he makes many lovings to me, but I say, Oh not—Oh not.

Yours very respectfully,

A group of our Flooring Salesmen on the steps of our main office just before the conference meeting held during the two day meet-up on April 6 and 7, 1936.

*Front Row, left to right—C. A. Boiteau, E. J. Roberts, J. M. Kellam, C. E. Tyson, E. R. Moore, G. B. Cocke, Roger Valentine, J. R. Maraist and A. L. Disher.
Middle Row—J. A. Puckey, C. D. Knapp, C. B. Miller, F. F. Dyer, Stanley Blackmer, O. C. Turkington, F. H. Bagley, R. V. Garner.
Top Row—R. I. Holcomb, R. E. Mercer, S. B. Farris, Jr., C. J. McCready, A. V. Garland, G. R. Groendyke, R. S. Turner, W. J. Miller, R. C. Floyd, H. E. Sawyer, Jr., and L. S. Wight.*



Horseshoe Tournament

THE Doubles Horseshoe Tournament started May 25th with five teams entered from the Roofing Plant, three from the Flooring Plant and two from the Main Mill. Each plant played a schedule of games within the plant itself with the following results:

Winning Team at Roofing Plant—George Kozak and Eino Wauhkonen.

Winning Team at Flooring Plant—Samuel Steele and Stuart Farris.

Winning Team at East Walpole—Charles Locke and Charles Rafuse.

Now that the matches at these plants are completed, the champions at the Flooring Plant are going to play the champions at the Main Mill and the winners of that match will play the Roofing champions for the championship of Bird & Son.

Because of vacations there will be a hold-up of a couple of weeks and the tournament probably will not end until sometime after this issue of the *Review* appears.

As soon as this tournament is finished there will be a Singles Tournament started and this will carry through most of the rest of the season.

BIRD'S NEPONSET REVIEW

Vol. XXIV August, 1936 No. 4

Published by the Employees of Bird & Son, inc.
In the Interests of the Company and Its
Workers

For the Promotion of
Good Service Good Business
Good Will

Mills: East Walpole and Norwood, Mass.
Phillipsdale, R. I.; Chicago, Ill.

Advisory Board

P. H. Bailey R. C. Floyd
C. W. Conrad B. D. Rogers

Editor Circulation Manager
E. M. Grout A. S. Blaney

Printing Foreman, F. R. Meyer

Only game fish swim upstream.

On Your Vacation

WHEREVER you go on your vacation this summer, there are bound to be opportunities to tell others about Bird & Son and our products and thus build up good will or pave the way for a future sale which will mean more business for our company. Without lessening the pleasure of your vacation at all, and with very little effort on your part, you will undoubtedly find at least one chance to tell somebody about Bird & Son and what we make here. It may not take even five minutes of your time, but it may mean a great deal towards helping our business along.

Our personal success depends largely on the success of our company—both are linked together. We as individuals can do a real service in this way. Think it over.

The Family Pays the Bill

(Quotations from an article by Mary Roberts Rinehart which appeared in a recent issue of the Ladies' Home Journal.)

Now between twenty-five and thirty-five cents out of every American dollar goes to the tax collector. Thus, an income of \$1200 a year is now really only one of from 8 to 9 hundred dollars. The so-called rise in the cost of living is nothing more or less than the tax burden, skillfully concealed. . . . Our total annual tax

bill is now nine billion dollars, and our bill for food only seven billion dollars.

"It is the ordinary common garden variety of family which foots the bill. Take all you can from the very rich and it would still be only a flea bite out of the tremendous total." Almost every thing is taxed today—"Even the family dog pays a tax! . . . The rich bear only the smallest end of this burden. It comes out of every dollar in the pay envelope or the salary check. . . . The government has become an octopus, no door closed against its tentacles, and an incredible weight bearing us down.

"Before the War, the Federal Government lived entirely on indirect taxes; on customs duties and on excise taxes on liquors, tobacco and so on. It collected and spent about a billion dollars a year, balanced its budget and thrived. . . . True, we expected less in those days; we had fewer motor roads and less expensive buildings; we paid lower government salaries and had far fewer employees to whom to pay them. Only the well-to-do had cars then, and government, local and national, managed to live and to pay its bills on six cents out of every dollar of the national income. Now it costs us about thirty-three and a third cents, and is rapidly going up.

A Third of Each Dollar

"So our tax money goes, almost a third of our dollar, and there are some who claim that it is more than that. On what we have left we must live, raise and educate our families, even die and be buried. It is your dollar and mine which pays, and whether you pay an income tax or not has nothing whatever to do with it.

"What do we get out of it? Most of us can see little or nothing, beyond the right to live as we may and earn if we can. For five out of six of us it is sheer penalty. The sixth, of course, we are supporting with our money. How much of it is going for prestige, for America as a great nation? How much is going in waste? How much are we actually obliged to spend in order to carry on? And how much is used as sheer political capital? . . . How long can this continue? How long can you and I pay the bills?

"In the nineteen years up to 1931 cost of government had increased from six cents out of every dollar of our national income to twenty-one cents. In the past three years that figure has increased to approximately thirty-three and a third cents, and unless the people protest adequately the end has not been reached.

"How can we at least call a halt on this incredible spending? We must pay for the past, but what about the future? We have not only taxes, remember, but the vast cost of the machinery for collecting taxes.

"The only answer to that lies in the taxpayer himself. To protest against foolish and extravagant appropriations by Congress and by his local government, to watch unceasingly what is done with his money, and to insist on economy, by letter, wire or personal action, is his or her only remedy. Carried out consistently, however, it becomes highly effective, and in time we may have a home dollar which will once more have the buying power it should. . . . We have reached our taxable limit, and must stop—or better still, turn back."

Ready for Promotion?

By Edgar A. Guest

There's going to be a vacancy above you late on.
Some day you'll find the foreman or the superintendent gone,
And are you growing big enough, when this shall be the case,
To quit the post you're holding now and step into his place?
You do the work you have to do with ease from day to day,
But are you getting ready to deserve the large pay?
If there should come a vacancy with bigger tasks to do,
Could you step in and fill the place if it were offered you?

Tomorrow's not so far away, nor is the goal you seek,
Today you should be training for the work you'll do next week.
The bigger job is just ahead, each day new changes bring—
Suppose that post were vacant now, could you take charge of things?
It's not enough to know enough to hold your place today,
It's not enough to do enough to earn your weekly pay,
Some day there'll be a vacancy with greater tasks to do—
Will you be ready for the place when it shall fall to you?

Hospital Notes

Salt Used as New Medicine

IF you work in a department where the heat is excessive and do not make use of the free salt tablets which are provided, you are losing out on an easy way to help yourself to much greater comfort. This new medicine is nothing but ordinary table salt made into convenient tablets.

Since we first began to distribute these Sodium Chloride tablets, many Bird & Son workers have used them and found them of great benefit. Workers in steel mills, foundries, and motor car companies, in addition to hundreds of other industries have used them and discovered that they give simple and effective relief in cases of "heat sickness", and if taken regularly actually prevent attacks of cramps, nausea, dizziness and general muscular exhaustion which almost everyone who works in very hot temperatures has experienced.

Take one tablet at a time with a swallow of water and repeat this four or five times a day during very hot weather. This replenishes the salt in your system which has been sweated away and makes you feel less tired out and exhausted no matter under what conditions you work. Some people have the impression that the tablets stop you from sweating. This is not true. They simply give you a new supply of salt which you need. Other people believe that drinking a great deal of water will have the same effect. This also is not true, and in fact drinking a lot of water, especially cold water, is one of the worst things to do.

Will Bring Relief

Salt Tablets will bring relief from that exhausted feeling and will help you do a normal day's work and do it more comfortably. Not only our own workers, but employees in such companies as the Chevrolet Motor Company, The Chrysler Corporation, The Ford Motor Company, The Fisher Body Corporation, The American Smelting & Refining Co., The American Asphalt Roof Company and in nearly thirty steel companies take these tablets regularly and find them an invaluable help during warm weather.

If you work under excessive heat conditions, you will find a supply of these tablets in your department. If you do not find them ask your foreman. They are recommended by our Plant Doctors to help you be more comfortable during the Summer months. Give them a try.

Veterans' Service List

WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during August and September and of those who complete twenty or more years' service during these months:

AUGUST			
			Years
Richard McCabe	8-14-1885	Box Shop	51
James E. Smith	8-17-1885	Paper Mill	51
Mary Friary	8- 1-1887	Retired	49
Frank Murphy	8-19-1895	Paper Mill	41
Hattie Willis	8-17-1896	Retired	40
John Sullivan	8- 3-1899	Maintenance	37
John Sheehan	8- 2-1902	Roofing Plant	34
Martin O'Donnell	8-10-1902	Maintenance	34
Mary McKinnon	8- 9-1905	Box Shop	31
L. P. Balduf	8- 1-1906	Maintenance	30
M. J. Hawkins	8- 6-1906	Asst. Traffic and Purchas. Agent	30
John Blazonis	8-15-1907	Paper Mill	29
Michael Coyne	8- 1-1908	Paper Mill	28
George Stone	8- 7-1908	Paper Mill	28
John Wilkes	8- 8-1908	Box Shop	28
J. D. Countway	8-20-1909	Power & Steam	27
O. J. Goodspeed	8- 2-1910	Box Shop	26
Samuel Hunter	8-29-1910	Box Shop	26
Fred B. Duncan	8-24-1911	Maintenance	25
Ethel Havey	8-13-1912	Box Shop	24
Michael Costello	8- 4-1913	Roofing Plant	23
Leroy Fullerton	8-30-1913	Box Shop	23
Anthony Protasius	8- 1-1916	Roofing Plant	20
Michael Folan	8- 4-1916	Roofing Plant	20
Fred K. Kinsman	8-17-1916	Box Shop	20
Edmund F. Murphy	8-28-1916	Roofing Sales	20
William Foley	8-18-1921	Flooring Plant	15
R. M. Springer	8-21-1921	Carton Sales	15
Stanley Yezulewicz	8-22-1921	Roofing Plant	15
R. C. Kirk	8-23-1921	Paper Mill	15
Elmer Honeth	8-26-1921	Flooring Plant	15
Ligmus Portlevicz	8-31-1921	Roofing Plant	15
John S. Smith	7- 7-1926	Flooring Plant	10
Wilfred Turenne	8-10-1926	Box Shop	10
William Wall	8-11-1926	Box Shop	10
Lauri Palonen	8-12-1926	Flooring Plant	10
Arthur Bent	8-30-1926	Flooring Plant	10
Andrew Grigun	8-30-1926	Flooring Plant	10
Albin Lamminen	8-17-1931	Flooring Plant	5

Chicago			
Solomon Baker	8-21-1921	Plant	15
Marshall F. Meyer	8-27-196	Plant	10
Frank Krueger	8-30-1926	Plant	10
Gresham T. Brebach	8- 3-1931	Roofing Sales	5

Phillipsdale			
Charles Cyranock	8- 4-1910		21
Alexander Homenick	8-23-1915		26

Canada			
A. J. Evearts	8-28-1916	Pont Rouge	20
K. M. Shea	8-16-1926	Montreal	10
J. A. Drysdale	8-30-1926	St. John	10
J. F. Briere	8-21-1926	Pont Rouge	10
C. E. Petit	8-23-1926	Pont Rouge	10
A. J. Julien	8- 1-1926	Portneuf	10

SEPTEMBER			
			Years
A. C. Urquhart	9-10-1896	Maintenance	40
P. R. Allen	9-15-1898	Chairman of Board	38
Florence Holmes	9-25-1898	Retired	38
John Eppich	9- 5-1903	Roofing Plant	33
Patrick Coughlin	9-10-1904	Paper Mill	32
Antonio Paddock	9- 4-1905	Paper Mill	31
S. C. Traudt, Jr.	9-15-1905	Roofing Sales	31
Michael Burke	9-22-1905	Paper Mill	31
Louise McFarland	9- 7-1908	Main Office	28

John Clancy	9- 7-1909	Box Shop	27
Louis Dalksever	9-20-1909	Roofing Plant	27
Michael Costello	9-26-1909	Paper Mill	27
R. C. Floyd	9-20-1911	Vice-President	25
Herbert Jepson	9- 3-1912	Roofing Plant	24
Dominic Treventi	9- 5-1912	Roofing Plant	24
John Wosner	9-13-1912	Flooring Plant	24
James Sword	9- 9-1915	Flooring Plant	21
Roy Packard	9-13-1915	Roofing Plant	21
Wm. Koehler	9-13-1915	Maintenance	21
Tony Nenartowicz	9-20-1915	Box Shop	21
Wm. F. Slime	9-28-1915	Roofing Sales	21
John J. Burke	9-29-1915	Supt. Paper Mill	21
Gustaf Mauritz	9-13-1916	Roofing Plant	20
Benj. H. Roberts	9- 1-1921	President	15
I. C. Goding	9- 2-1921	Flooring Plant	15
N. C. Bartlett	9- 6-1921	Roofing Plant	15
Helen G. Costello	9- 6-1921	Roofing Plant	15
William Koch	9-24-1921	Box Shop	15
Chester Porter	9- 1-1926	Box Shop	10
Frank Dawidouskis	9- 1-1926	Flooring Plant	10
Lee Ward	9- 1-1926	Box Shop	10
Carl Hamilton	9-10-1926	Flooring Plant	10
Roy Young	9-13-1926	Flooring Plant	10
Charles Grover	9-17-1926	Maintenance	10
Leo J. Clarkin	9-20-1926	Flooring Plant	10
Nick Calderone	9-26-1926	Flooring Plant	10
Michael Morrissey	9-17-1931	Roofing Plant	5

Phillipsdale			
Frank Reed	9-30-1912		24

Canada			
J. Brown	9- 1-1926	Hamilton	10
W. A. Webster	9- 9-1926	Hamilton	10
A. J. Bedard	9-11-1926	Pont Rouge	10

Tennis Notes

By Frank Clem

PLAY has already been started in the Francis William Bowl Tournament. The entry list is larger than usual, and includes an even thirty-two names. The large number of entrants is probably due to the fact that there are more men playing tennis this year than at any other time during the past ten years.

Entries are now being taken for the Bowl Tournament for the ladies, and play in this should start very soon.

An Inter-Departmental Doubles Tournament for Bird Club members only has been started, and is proving very interesting. The Tournament was arranged so that no two first-team players could play together, thus evening up the teams very nicely.

The team of Frank Reynolds and Chester Gibadlo from the Roofing Plant appears to be the team to beat.

The two tennis teams have been having bad luck with their outside matches. The first team has played three matches of which two were lost to Brockton Y. M. C. A., 6-3 and 6-2, and the other one from the Loring Greenough Club of Jamaica Plain, 5-3. All other scheduled matches have been rained out.

Notes From Plants and Offices

Main Office and Sales

Alice Clem
Eleanor Badger
Sabina Costello
Leo Salonen

Margaret Crane
Dorothy McEleney
Helen Curran
Sophie Eppich

Ruth Milliken

Vacations among the Stenographers and Mail Room have included:

Ethel Burhoe at New Bedford
Veronica Makarvich at Worcester
Mary Stone at Lincolnville, Maine
Ann Lindsay at Enfield, Maine
Ruth Anderson at Portsmouth, R. I.
Marjorie Cobb through White Mountains and Maine

Louisa Graham at Gloucester
Evelyn Wadleigh at Gaspé Peninsular
Ida Milesky at Old Orchard, Maine and Winthrop, Mass.

The girls of the Billing and Comptometer Departments recently spent a very enjoyable evening at the home of Mrs. Connie Murphy (Helen Walsh).

Julia Lewis returned after a vacation at Toronto and Niagara Falls (This was not a honeymoon).

Kathryn Broderick has returned from two weeks' vacation at Harwichport. She tells about deep sea fishing. We don't know how many fish she caught, but we do know that the fish won't be hungry for a long time.

Congratulations to Frank Vietze who is the father of a baby boy born June 30.

Miss Edith Nixon is working temporarily in the Credit Department.

Peg Owens spent her vacation at Brant Rock and Hampton Beach.

Mary Foley spent hers at Silver Beach, Falmouth.

In her "Merry Oldsmobile"

Anna Roundy, Credit Department, tried out her new Oldsmobile Coach, and took a trip to Boothbay Harbor for a week of her vacation. While in Maine, she visited Ellsworth Falls, and Bar Harbor, and she says the new car certainly does ride fine.

Welcome to Edith McMullen, Comptometer Department, a new member of our organization.

George Towle, our Information Clerk, is enjoying a month's vacation.

Bob Nagel, after completing his second year at Yale, is spending another summer with us.

The Rafuse family including Pauline and Hilda, mother and father, Charlie and his wife (Helen Gustafson) had a very enjoyable trip by automobile, touring south as far as Virginia.

Charlie Sumner has been spending his weekends at Scituate.

John Puckey is motoring to Georgia via the Shenandoah National Park.

Allan Shaw recently visited the Chicago office on a business trip.

We extend a hearty welcome to James Gowing, our new messenger. We also welcome Bernice Bechunas, new member of the Stenographic Department.

Golf Queen

Glenna Collette and Babe Didrickson had better keep an eye peeled for a new menace, namely, Louise Geary. She swings a wicked golf club.

Bob Turner has returned from two weeks' vacation at Scituate. What a tan!

Bob Mercer has returned from a week's vacation in Maine.

Nellie Patinsky recently visited friends and relatives in New Jersey and Pennsylvania. Nellie thinks the Merchants & Miners line is a fine way to travel.

Herb Schaier has spent one week of his vacation in taking day trips and basking in the sun on one of the beaches at the Cape.

Lawrence Wright, our Sales Promotion Manager, was one of the speakers at the Direct Mail Advertising Association meeting held Monday, June 29, at the Hotel Statler, Boston. This was one of the group meetings of the 32nd Annual Convention of the Advertising Federation of America which was held in Boston from June 28 to July 2. Mr. Wright spoke on "Selling Advertising."

Helen Makarevich and Blanche Walukevich have just returned from Detroit where they know what hot weather really is. Dorothy Elwell spent her vacation at the Maine seashore.

We understand that bike riding is a painful pleasure, especially the day after. How about it, Betty Benson?

Among the recent proud papas is Ray Young. It's a boy. Congratulations, Ray.

Eddie Tarr and Laura Farris are spending their vacations in Maine as usual. Not together, however!

POME

Agnes Foley of golfing fame
Tried Norfolk Club—and was she lame!
It seems the pill a stone wall jumped,
And Agnes in pursuit was sorely bumped!

Jim Mack is the proud owner of a swanky new 1936 Chevrolet Sedan.

Scotty Robertson is spending his vacation at Minot.

Sally Slauzis, formerly of the Messenger Department, is substituting in the Purchasing Department during the vacation period.

Mary Hickey spent a weekend recently at Biddeford, Maine.

Ben Taylor is vacationing in Vermont.

Paper Mills

John E. Curran
Herbert Badger
Herman Nordstrom
Fred Jonah
Mario Boragine

Frank Murphy
Edward Geraghty
Charles Rafuse
Sophie Novick
Mary Driscoll

We were very sorry to hear that Alex MacDonald had to undergo a recent operation but are happy to announce that he is recovering nicely.

Buick Fever

One week Harry Mann announces that his old Buick can take it—the next week he is seen sporting a new car. Please explain, Harry.

If anyone wishes to sell a good "loud" horn he would do well to see Frank Whitehead. Frank seems to specialize in horns that have deep tones with plenty of power back of them—if you know what we mean.

George M. Cohen is not the only "Yankee Doodle Dandy" for we have a brand new stock handler. Yup, James W. O'Donnell of the Stock Handling Department is the proud father of a son born July 4th.

Ada Coughlin and Martin "Jeff" Connolly were married July 15th at St. Mary's church, East Walpole. After an extended honeymoon trip to New York and Washington they will make their home at 63 Elliot St., Norwood.

Fine Display of Bird Shingles and Sidings at the Bird & Son Booth in the Boston National Home Show at Mechanics Building, Boston from June 13 to June 20. This display has been used in a number of different cities, in each case with great success.





Here is a cool suggestion for a hot August day. This is seven months old Stanley M. Blackmer, son of our Flooring salesman, Stanley Blackmer.

Billy Counter is back at work after honeymooning in New Hampshire. Best of luck on the sea of matrimony, Bill.

Pat O'Donnell is spending his vacation on the rockbound coast of Maine.

Gladys Wytoness and Bernice Bechunas have been week ending at Old Orchard Beach, Maine.

Helen Olsavich and Agnes Collins have been doing likewise at Nantasket.

Bill Geary came to work on Monday the 20th feeling quite chipper after playing ball with the old timers on Sunday.

Johnnie Kirby is thinking of spending his week's vacation on a trip to Ireland. He says it can be done.

Edith Doderer has joined the Cartridge Cutters and likes her work very well.

If you have noticed Bob McLauchlan walking around seemingly in a daze it is all because of his recent marriage. He was married to Ella May (former worker at No. 1 Box Shop) on June 20, at the Union Congregational Church, East Walpole. Peter Knox (Flooring Plant) was best man and Margaret Wallace (Box Shop) was a bridesmaid. Best of luck, Ella and Bob!

Gene Connolly and his wife spent a pleasant vacation on a boat trip to Philadelphia.

Earle Davis and his family are enjoying two weeks' vacation at Little Squam Lake, Holderness, N. H.

We were sorry to hear of the accident to Jack Hale, who was struck by a motor car while walking on the Super-Highway on July 6. Jack received cuts and bruises to his head and body and was badly lamed up. We are glad to see him around again and hope he will completely recover very soon.

Phillipsdale, R. I., Mill

Rexford H. Salisbury
David S. Lowry

John H. Nolan
Leslie E. Howard

We welcome this month Andrew McConnell and Sven Mollerberg in the yard and John Conley in the Engine Room.

Hollywood in Phillipsdale

The Phillipsdale plant got in the movies when those in charge of the East Providence Tercentenary Celebration took motion pictures of the plant and of the men receiving their bonus checks. The pictures were later shown along with those of other East Providence plants in the Hollywood Theatre.

New arrivals of new and near-new cars include Charlie Anthony's Chevrolet, Fred Pierson's Plymouth, Ed Kelly's Chevrolet, Lucien Alix's Pontiac, Arthur Trudell's Chevrolet, Manuel Perry's Auburn and Anthony Perry's Terraplane.

Patsy Harrington has announced the birth on June 24 of Ellen Harrington.

Good work!

Over fifty safe driving pledges were signed by Phillipsdale employees in the recent Safe Driving Campaign.

Albert Dyson used to be the champion fisherman here but now Frank Mello has won the name. He goes to Point Judith every Sunday, rain or shine, and catches much bigger fish than Albert does. Frank shows us how big they are by spreading out his arms (he has longer arms than Albert).

Box Factories

No. 1 Box Shop

John P. Walsh
Amelia Galgauskas

Earl Boyden

John Phelan
Helen Sironka

Kenneth Towie spent two weeks in Nova Scotia.

The Walter Winchell of the Box Shop says that wedding bells will soon be ringing for Anne Anton and Peter Glebus.

Leon Curran and Rose Blanchard were married quietly on June 26. Congratulations!

Mike Verderber is vacationing in Vermont at his camp.

Wilmer Wiggin spent his vacation at Concord, N. H., and York Beach, Maine.

John Suman went to different beaches during his vacation.

Frank Welch spent part of his vacation at the White Mountains.

Alice Connolly spent hers at Onset.

Jennie Carroll is spending her vacation at Nantasket.

Ralph Farris has gone to Eastport, Maine, for his two weeks.

Peter Flaherty spent a week in New York and Washington.

James Ginley is still on our sick list. We hope he will be back real soon.

We welcome Amelia Galgauskas who has been transferred to the Corrugated Department and hope she enjoys working with us.

Why does Frank Welch like bananas? Answer, because they have no bones!

Lillian Blanchard has been transferred to the Wallboard Department.

No. 2 Box Shop

Mary Bellew
Josephine Rose
Edward Borbwell

Frank Eisenbauer

Alice Brady
Alma Walsh
Rose Ruggiero

Leslie Hall spent an enjoyable vacation at Boothbay Harbor, Maine, fishing for mackerel.

John Clancy is spending July and August with his family in Canada.

Olga Eysie enjoyed a two weeks' vacation in Ohio and Pennsylvania.

Eino "Hokus" Heikkila is spending two weeks in Maine. We hope he doesn't forget to come back!

Paul Hunt is back from his vacation with a wonderful coat of tan. He was at the Coast Artillery Reserve Officers Training Camp at Fort H. G. Wright, Fisher's Island, N. Y. He missed the big heat wave.

Frank LaCivita spent the 4th of July week-end in New York and had a most enjoyable time.

John Sigemund spent 4th of July at Hampton Beach.

Ernest Field is the proud father of a baby boy born July 5th.

Helen Ceglarski spent a week's vacation at Hampton Beach.

Christine Sherer has returned to work after spending her two weeks enjoying day trips to places of interest.

Fannie Murphy spent one week of her vacation on short trips.

Alice Blazonis spent a very restful vacation at home.

John Wilkes enjoyed a very pleasant vacation taking day trips.

Patsy Solbo is seen in Hyde Park quite often. What's the attraction, Patsy?



The fishing was good last June in Maine and here are pictures to prove it. Herman Barker, Main Mill Laboratory, exhibits his luck at Pleasant Lake, Maine; and Harry Tower, #1 Box Shop, displays a catch of salmon at Junior Lake, Maine.





Suitcase Simpson has small feet compared with our own Jack Smith of Phillipsdale. Jack says he wears shoes size 14 — and they pinch his feet.

Roofing Mill and Office

George Lane
Stanley Phillips

John White
Charles Norton
Edward Hiller

Worse than liquor

Win Schaier had his first taste of ether recently. It was used for the purpose of removing some troublesome tonsils, and not for the purpose of inducing him to make affectionate statements to the nurses, as the report had it.

Thomas Concannon and Victor Stafford are two of our newest fathers. It's a girl in each family.

Older workers who remember Charles T. O'Connor, formerly of our laboratory, will be interested to learn that he was on May 20 elected president of the Western New York Paint and Varnish Production Club at its annual meeting in Buffalo. The first draft of the club paper on laboratory control tests was read by Mr. O'Connor. He is now employed at General Plastics, Inc., near Buffalo.

Tony Willota spent the holiday week between Norwood and Nantasket.

John Johnson motored to various beaches. Motoring tells the story of Attilio Tronti and his 1936 vacation.

John MacDonald has gone into the turtle business. He brought in a 29 pounder that he captured in a Foxboro bog.

Belated congratulations

That huge dark-skinned fellow outside the Sample Department painting shingle boards is not "Tarzan", but John Pazniokas. Which reminds us that we forgot to laud him for his praiseworthy "leg-shaking" in the recent minstrel show even though handicapped with a tight pair of white flannels.

Nelson Bartlett spent two weeks at Moosehead Lake, Maine.

William McLauchlan vacationed for one week at Barnstable.

Hugh Gardiner "slept" on the sands of Old Orchard Beach for a week.

Felix Carlson went on a fishing trip and came back with a new to him Plymouth. He must have used a magnet for bait!

We are at a loss trying to find the reason why Max Rabinovitch and his silent partner, Ted Pieczonka, rush home every noon hour, eat their lunch, and are parked at the East Walpole square by 12:30 every day.

Harry Bellew spent much of his vacation in Woburn, Maine.

Ted Pieczonka learned why "Jordan Marsh" said "The female of the species is more deadly than the male" when he walked home from Canton one beautiful night in June.

Flash!

Ralph Kemp had to terminate his vacationing in Maine abruptly to face a court of Justice in West Roxbury, just because he ignored a little highway rule when he began his journey to the rock-bound state. During the second week Ralph resumed his annual duties as the unofficial mayor of Mashpee. But wait till they hear about that court record!

Tony Utorka went on a five day trip to Wilmington, Delaware, and feels that he is now a seasoned traveller.

One of the boys on seeing the ragweed on the bulletin board wanted to know if it could be used to make a rag rug!

Heard during the show at the Norwood Carnival—"Hello sailor, so you're here again." Now whom did that angel mean, boys?

Warren Kumblad has returned to work after vacationing at Dennisport.

Was Joe Quinn's face red when he came out of the Hula-hula dances at the Norwood Carnival! Ask him to sing the theme song.

Flooring Mill and Office

John S. Smith
Tom Rogers
Angelo Macchi

Charles Hooper
Thomas Paquette
Laurence Gammell

Syracuse University should have a very successful football season this year because Herb Lindblom has signed on for the position of tackle, after his extensive training at our plant with the grease gun and oil can.

It has happened!

Angelo Macchi, Frank Clem's solicitor, reports a watch, a diamond, a rented house and the setting of the date of THE EVENT. Watch out, Frank, Angelo may be the best man. (See illustration for details.)

Red Wurzel has fully recovered from his leg injury received in the last soccer game. Let's hope he doesn't do the same in golf.

Deacon Schofield has just returned from a two weeks' pilgrimage to the Norway, Maine camp meeting—Hallelujah!

Any person wanting to buy a good used auto radio had better see Bill Janausaitis. A box of cigars might make the trade.

Red Coyne is back from his vacation spent in an auto. We hear he is going to take another one just to get a little time to go swimming.

We hear Arthur Walker has been receiving a lot of fan mail since he returned from his vacation.

Nelson Phillips has entered Lowell Thomas' Story Club. Well, Nels, most any of the latest fish stories will pass.

Beat this one, Nels!

And if it's a story you wish, here is one—The rain water in the drain on the roof of the new Block Storage building boiled during the hot spell in July and Frank Mumblow boiled his eggs for dinner there.

Melvin Chevers is often seen with a tooth brush. This time it is on his upper lip.

Kaino Paajanen and Jock McDougall are vacationing at Lake Bomoseen, Vt. Jock will set the pace, but how about Kaino? Will he follow it or come back with a wife-to-be as Frank Clem did.

The Flooring Soccer team is patiently awaiting Fall, when they will challenge all interdepartment teams. They should surely come through with Red Coyne, Kivi, Rafuse and Co. rarin' to go.

Looks like Dan Cupid's arrow has pierced Carlton Rafuse's heart. We will soon hear those wedding bells.

John McLatchey almost came in late the other day. An excuse was not necessary as it was written all over his face. Moral "Kiss-proof" is on sale at all cosmetic counters.

Here is a new Scotch story. Wallace MacDonald, our ex-marine, learned a thing or two in the marines, so he told his girl friend the picture was "lousy" and went to the movies alone. Cheaper, see?

Barney Oldfield Race—our demon speed king—was slowed down somewhat by the long arm of the law. Perhaps Barney will learn now that slow but sure is better than too much haste.

Allen Hill spent his vacation resting at home.

Alex Morrison spent two weeks in Canada.

Stuart Farris is spending two weeks in the eastern part of Maine.

???????

Dewey Beach is contemplating a trip down East and is in a quandary as to the mode of transportation—whether to go by bicycle or airplane.

Bob Wilson is planning to retire soon on his winnings at the various dog tracks.

Girls! Our most eligible bachelors, Wilho Waukhonen and Charlie Letts are still on the loose. Better get them while the getting is good. There are rumors that Wilho might weaken if the summer lasts.

Olva Eklund's engagement has been announced. They say two can live as cheaply as one, and it looks as if he'd soon find this out for himself!

Main event in Simsbury, Connecticut, August 1. After 17 years of waiting, Frank Clem, Flooring Plant, takes a bride.



Berry Asphalt Company

to Holloway

Buster McGuffin

John Savage

Carlton McRae, formerly with the Berry Asphalt Company is now employed by the Oil Company.

Bill Leichte has been sick in bed with malaria and he looks like such a husky brute get sick.

Watermelon season is in full swing and several have already been reported missing from the ice box.

Hitless Wonders

Waterloo has had a baseball team for several weeks now that might be called the "hitless wonders." They have won most of their games and scores not hits is what wins. There are several of the boys from the refinery and lease playing.

Many of the married men have been behaving very well considering that their wives are away. They are also changing their shirts regularly and coming up each morning with a clean shave.

It has been rumored that Joe Weems is going to move into Bill Washman's house soon—d Joe just finished building a new house.

The Gold-Dust twins have moved from the Guest House to the newly completed mansion of John Savage.

Dan Landt, formerly of the Chicago Office, has taken his place in the laboratory of Waterloo. He was promptly named "Goon" from his likeness to that famous cartoon character while devouring a half-gallon of ice cream for lunch one day. It is said he will have to pay double board bill and that they will still lose money on him.

Chicago Mill and Office

by Wolf

Gladys Davis

Koerbel Smith

T. E. Oakes

Visitors

There were quite a few people in Chicago this past month, some to visit the Furniture Market. Among them were Mr. Paul Woodward of Wichita Falls, Texas. With him was Mr. Schellhase.

Mr. and Mrs. Walker of the Shepherd Co., Iowa, were also in as was Mr. Harry Barr of Arkansas.

And members of Bird and Son who were in here Messrs. Chamberlain, Hanna, Garland and Weeks.

Happy Happenings

Genial George Mahoney, roofing sales correspondent, has set sail on the sea of matrimony. His marriage to Miss Dorothy Johnson took place on June 20 at the home of the bride's mother in Blue Island. Their wedding trip was a motor tour through the West, including Rocky Mountain National Park, Colorado Springs, Denver, and Pike's Peak. George and his charming bride are now living nearby Blue Island.

The day prior to the wedding, the office employees presented George with a complete postmaster outfit.

Vacation

Alice Corr just returned from a vacation at Lake Geneva, Wisconsin. Incidentally she missed the hottest ten days Chicago has experienced in a long time.

Myrtle Brebach spent one week of her vacation at Delavan Lake, Wisconsin. She came

back with that far away look in her eyes, so now we're wondering who "he" is.

Fish Stories

Harold Altman spent a week of his vacation at Pine Lake, Wisconsin. Judging from the healthy brown he acquired while away, he sure had a good time. When asked if all the fish he caught were tha-a-a-a-a-t big, he said they weren't so big, but good tasting. Now we are wondering whether he is being modest, or whether he is disgusted.

Prosperity

Norma Olson is the proud possessor of a Ford Sedan. It's a dandy. Here's hoping you have many enjoyable trips in it, Norma.

Sam Giesy is sporting a brand new shiny Plymouth.

Mahlon Parker asked us the other day if we had seen the new "after dinner car" John Crippen is driving. When asked what after dinner meant, he said, "Ford V 8."

It's All in Fun

Myrtle Brebach reported a very pleasant week-end trip to Mackinac Island. She said the captain requested that she sit on his right hand. We understand her reply to that was—"SIR!"

We'll have to give you the report of Marge Mullhall's vacation trip to California in the next issue, because she hasn't returned yet. However, we have plenty of Hollywood mosquitoes here—they've passed the screen test.

What Marge Thompson wants to know is—if a brick hod is for carrying bricks—is a tripod for carrying tripe?

This sounds as though it must have happened to someone in the Accounting Department: Conductor—"How old are you, little girl?" Little Boston Girl: "If the corporation doesn't object, I'd prefer to pay full fare and preserve my own statistics."

Card of Thanks

We wish to thank the employees of No. 1 Box Shop and the Cartridge Cutting Department for their generous gift.

Mr. and Mrs. M. F. Connolly.

A tense moment in a Standard Oil - Berry Asphalt game near our Waterloo Plant. "Galloping Bill" Leichte was forced out at third by his big toe and here is the play as the camera saw it.



Two Accidents

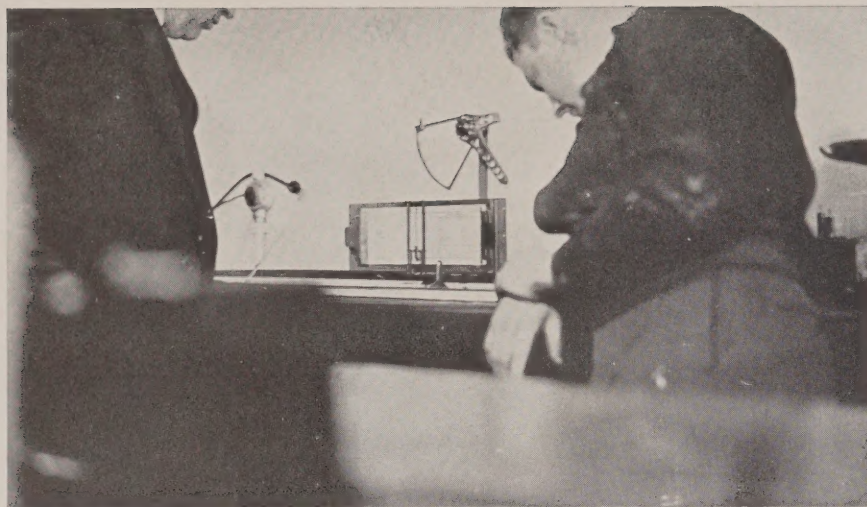
Mar July Record

ON July 9th, Arthur Eppich, Main Mill Electrician, received an electric shock and an injured back when working at the No. 1 Box Shop. He was on a high ladder, cutting an obsolete wire when his hand accidentally came into contact with a live wire already cut. The resulting shock threw him from the ladder to the floor—a distance of about twelve feet. He is still out with the injuries sustained from the shock and the fall.

On July 27, James Kivlin, Stock Transfer Department, while looking for a roll of paper in the shed, stepped backward in a narrow passageway and tripped over a skid, falling onto his left shoulder and breaking his upper arm near the shoulder joint.

During June we had no accidents at all. This was our first perfect month since July of last year. Let's concentrate on another no-accident month in August.

"When I goes shoppin'," said an old lady that Ray M. Hudson of the New England Council happened to overhear, "I allers asks for what I wants, an' if they have it, and it's suitable, an' I feel inclined to buy it, an' it's cheap, an' I can't be got for less, I most allers takes it, without clapperin' all day about it, like some folks do."



H. B. Pullar and F. R. Grant of the Berry Asphalt Company observing the workings of the Berry Ductility Tension Machine.

How Much Abuse Can Asphalt Pavement Stand?

H. B. PULLAR, Vice-President, and F. R. Grant, Research Engineer, of the Berry Asphalt Company are shown in the above picture studying the curves made by a briquette of asphalt paving material as it is pulled in the Berry Ductility Tension Machine.

Working upon a new theory that strength in asphalt pavements is not demonstrated merely in the elongation of the specimen, that is, the distance it will stretch without breaking, but rather in the energy required to break it, the new device was made to record and measure that energy. In this picture the asphalt specimen stretched out into a tiny thread much finer than a cobweb and the infinitely small amount of energy required to stretch this thread is being recorded on the graph chart shown in the picture.

The Berry Ductility Tension Machine has already proven very beneficial in studying the behavior of asphalt and is expected to have a marked effect upon the specifications of many cities, counties and states as it has already been written into such specifications at the present time.

Do You Know---

THAT Governmental expenditures have risen from 8% of the National income in 1913 to 32% in 1935?

That while the population of the United States has increased about 30% since 1913 the expenditures of Federal, State and Local Governments have increased nearly 400%?

That 38% of all taxes collected are spent on Government payrolls?

That if our total National debt, which will amount to \$36,000,000,000 at the end of the present fiscal year was paid in silver dollars and loaded on freight cars—each car carrying 45 tons, it would take 23,750 cars to carry the load? This would require a train 182 miles long, including 475 engines, figuring one engine for every 50 cars. This is equal to the distance from Providence, R. I. to New York City.

That one farmer received \$219,825 from the A.A.A. for not raising hogs on 445 acres of land?

That Federal expenditures which were \$4,706,000,000 in 1930 rose over \$5,000,000,000 in 1932 and in 1934 reached \$7,822,000,000? In 1935 Federal expenditures were \$7,744,000,000,000.

The National Economy League.

Baseball

By Ernest W. Oakes

THE race in the Interdepartmental League is getting hotter as it draws near its close. The Roofing Plant and the Main Mill are battling hammer and tongs for the leadership and unless something unexpected happens, the game on August 3 between these two teams should be a thriller. The only team to defeat the Roofing

Plant has been the Paper Mill and they feel confident that they can repeat. The Maintenance Department is still in the running and may pull the unexpected and close the race tighter. Standing of the Interdepartmental League as of July 29:

Team	Won	Lost	Per Cent
Roofing Plant	5	1	.833
Paper Mill	5	2	.714
Engineers	3	3	.500
Flooring Plant	2	4	.333
No. 1 Box Shop	2	5	.285
No. 2 Box Shop	1	3	.250

Bird & Son, inc. Team

The Bird & Son Baseball Team has played 14 games to date, winning 7 and losing 5, and tying 2. Lou Petroni has been the big winner with six victories and one defeat. The veteran Bill Murphy, along with the youngest member on the team, Buddy Maguire, has been hitting at a fast clip and both have helped enormously. Games will continue to be played until the end of the first week in September, after which a three-game series with Norwood will be started. If this series is like the previous ones of past years, it will be well worth witnessing.

Golf News

As of July 14 the Birdies were leading the Eagles with a total of 71½ points won against 60½ points won by the Eagles. There is much interest in the matches this year, and the present schedule will be continued until about the first of September.

An all-day tournament is planned for Saturday, September 12, in the form of a 36-Hole Medal Play. Handicaps will be given to all the players by the Committee and will be figured on the basis of the five lowest scores for the season.

Girls' League

Interest is still keen for Golf among the girls, with about 40 players showing up regularly on Monday nights and Saturdays. Two leagues are to be formed and matches these will start about the first of August. Most of the girls were beginners at the opening of the season and are now finishing their lessons and are ready for regular matches.

On June 20 the Girls played the Water Hole Tournament and this resulted in Sophie Eppich of the Main Office winning first place and Lou Percy of Roofing Sales second place.

Highlights in Golf

STUDLEY wading into the pond to save (?) a two penalty stroke (this was in a Scotch Foresome Match).

Rodd making them scatter on tees 1-4 and 7. (Rodd blamed his crotch Foresome partner for that one.)

Most of the drives off No. 1 Tee landed in the vicinity of the big tree. Reason—our Birdie girls are taking lessons there.

Herman Barker in his match with Nickerson against Rodd and Hutcherson surely took the heart out of his opponents when he made his second shot at the 11th Hole. This memorial shot landed in the dirt trap to the left of the Green, hit a rock and bounced to within 6 ft. of the cup, and he sank his putt for a tree.

Can Floyd Robbins drive? In a recent match after looking for his drive from the 6th Tee, he called to the Foresome ahead asking if anyone had seen his ball. Costello then claimed he played it as his own ball from the trap (?) across the Green.

Parlor Magic

Do you like parlor tricks? Well, then try this: Soak a blotter with oil of turpentine and put it in a jar of oxygen gas. The gas will promptly burst into flame.

You have no oxygen gas around the house? All right, here's a simpler trick: Take one filled mop and put it in the closet under the stairs or in the cupboard in the kitchen. If the conditions are right—and you'd be surprised how often they are!—your whole house will burst into flame in a couple of days. It's most impressive and, in fact, is America's most popular specimen of parlor magic.

—Reader's Digest.

With the Soccer Team

By John A. White

A NEWLY formed team of imported stars from Southern New England teams under the name of Soa Miquel defeated Bird & Son's team 2-0 in the James M. Curley Cup final at Lincoln Park, Boston. This game ended our 1935-36 schedule. Playing on the Bird & Son team were: Benson, Schuller, Wright, McDougall, McIntyre, Costello, Smith, Nicholson, Gus Hogan, Gardiner, McKenna and Foley.

Suggestion Awards

JUNE

THE following suggestion was classified as showing a Saving in Manufacturing Cost and given an award of \$10.00:

Change Cut-Outs on 3-1 Die—Charles Chorlton, Jr., FBM

The following suggestions were classified as of Intangible Value and given awards of \$5.00 each:

Longer Bar at Wet Body Felt No. 3 Machine—Arthur Brissette, FFP
Door at Shipping Platform FFV—Michael Connolly, FFV
Elongated Shaft for Idler Gear on FBPM-7—Louis H. DeBaggis, FBM
New Method of Pulling Trim on Art Bric—George Heugel, Chicago
Metal Cup in Floor to Hold Shaft at FX2—Lawrence Hubbard, FXR
Label Lockers at FF—Thomas L. Paquette, FFSM
First Aid Kit—Lawrence Peterson, Chicago
Cut Out Corner of Hood Over Coating Section No. 7—George Polumbo, FBPM
Steam Line and Valve Under Pressure Rolls at FXC—James Sabatis, FXCM
Pipe to Let Slate Down to Basement—Herbert Schreiber, Chicago
Door in Side of Elevator—George Smith, FBW
Step at Winder FBPM-7 to Help Reach Measuring Device—Henry Smith, FBM
Install Fire Extinguisher in DM-30 Crane—Arthur Topf, DMT
Board at Finishing Table for Wall Board Pieces—F. M. Troiano, FBP
Vickory Scraper on Art Bric Slitter Cutting Roll—Raymond Wolf, Chicago

JULY

The following suggestions were classified as showing a Saving in Manufacturing Cost and given an award of \$10.00 each:

Improvement on FXRM15 Feed—Arsene Marchand, FXR
Shorten Pickup Apron at FBPM3—Thomas Smith, FBP

The following suggestions were classified as of Intangible Value and given an award of \$5.00 each:

Change Stairway at Paper Beater DP—Patrick Broderick, DPB
Fasten Pins on Calender Stack Weight Lever Arms—Floyd W. Carpenter, DMPM2
Special Guard on Slitter FXCM1—John P. Dixon, FXC
Round Hopper for Stone at Newhouse—James Hamilton, FBW
Paper Guide at Top of Hanger—George Johnson, FFP
Wheels on Table for Labeling Machine—Jack Mello, DPT
Cement Runway at DP—Joseph Queenan, DPH
Stop Switch on DFF1 Cutter—Albert Solbo, DF
Move Fence and Make Room for Trucks—Maurice Sullivan, EMS

Thomas Smith, FBP, was given an additional award of \$10.00 for five accepted suggestions.

Interdepartmental League

Flooring booters defeated the Roofing in a replayed game by a score of 4 goals to 2, and followed by recording a fine victory of 4-1 over a strong Box Shop team, captained by James Schuller, who had playing with him Walter McKenna, Gus Hogan and Allen McIllree of the Bird & Son Boston & District League Team.

Captain John McDougall and his Floor Layers included Jackie Smith and Eddie Hogan of the Boston & District League Team. This Flooring team will receive from the Bird Club the Championship Shield and the honor of being the winners of the first Interdepartmental soccer league in the Bird & Son history. A complete roster of players on the Flooring team was:

John McDougall—Captain, Frank Clem, Thomas Coyne, Carleton Rafuse, Thomas Maguire, Roger White, Hubert White, John Smith, Eino Kivi, Ernest Paciorkowski, Carl Wurzel, Edward Phillips, Kaino Paaanen, Edward Hogan.

Acknowledgments

We wish to express our sincere thanks for the beautiful flowers sent to us during our recent bereavement. Such an expression of sympathy at a time like this is appreciated and remembered.

Michael J. Costello,
Mr. and Mrs. George Doody,
Mr. and Mrs. Joseph Costello,
Mr. and Mrs. John Costello.

We wish to thank our friends in Bird & Son, inc. for the beautiful flowers and the kind expressions of sympathy during our recent bereavement.

The family of the late Walter Sword.



The rig building crew at Berry Asphalt Company is shown here completing a new pumping rig at one of our wells at Waterloo.

Doings of the Plant Councils

FOLLOWING are some of the more important items discussed at our various Plant Council Meetings recently:

Box Plant Council

Through discussions in the Box and Paper Mill Councils several months ago it was brought out that additional parking space was needed at East Walpole. Land has now been purchased and the additional parking space will soon be opened up on East Street.

During the Spring a mistake was made on the folders in No. 2 Box Shop involving some expense to the Company. Seven men were involved, as it was impossible to determine on which shift the mistake had been made. A penalty of one day off was imposed on these seven men. The matter was brought before the Council and a special committee appointed to investigate it. Their report showed that some of the men had been borrowed from other departments for this job and that it was almost impossible for the two regular operators to watch things closely enough to detect this particular mistake. The committee recommended that no penalty be imposed on the men and stated that through a new system of marking the loads such a mistake would probably not occur again. The Council accepted the re-

port of the Committee by a unanimous vote.

It was reported that recent waste figures show a distinct improvement in both box shops.

Maintenance Council

It was suggested that the Wet End of the Paper Machines be cleaned with a hose right after a shut down so that when the repair men went to work on the machines the pulp, which is very slippery and dangerous, would not be lying around to endanger the workmen. This idea has been put into practice.

Paper Mill Council

Through a suggestion at a recent meeting wider sticks have now been provided for feeding the paper into the calender rolls. With the old type of stick there was danger of puncturing the paper; the new types are an improvement.

The serious crane accident at the Stock Transfer Department was discussed and men were cautioned about walking under crane loads. Mr. Rogers stated that all drivers of trucks, tractors, cranes and jitneys are to be licensed and fully instructed about their hazards and only these licensed men will be permitted to operate the machines.

The crowded condition at the East Walpole branch of the Walpole Trust Company on pay days was discussed; it was found that the bad condition on the last day of April came from the fact that all of Hollingsworth & Vose and both our Mill and office payrolls were distributed that day. This situation does not occur very frequently, but whenever it does arrangements have been made at the East Walpole branch to employ extra tellers.

There has been some recent complaint about safety shoes and several new pairs of waterproof safety shoes are now being tried out. They are leather lined and besides being waterproof should prevent the chafing of the toes by the safety cap which sometimes occurred in the old style shoes.

Phillipsdale Plant Council

There have been some recent complaints about Safety Shoes. These are now being thoroughly investigated and the trouble will be corrected.

Norwood Roofing Plant Council

At each of the recent meetings there has been a long discussion

about necessity for quality production and the reduction of waste every point in the mill. It was agreed that we had made good progress along these lines this year but that it was a constant problem with us and all the men must continue to work carefully towards the end.

The subject of unnecessary noise such as the dropping of skids, etc. was discussed and it was recommended that a notice be posted regarding this annoyance. This notice has now been put up.

Flooring Plant Council

At the suggestion of the Council magazine rack has now been installed in the Brigade Room with reading material supplied by our Library. Arrangements for the playing of checkers have also been made.

Following a discussion at a recent meeting, new gas masks have been purchased for use in the oven. These are much lighter, more comfortable and easier to put on than our old masks.

A request was made to permit employees to insure their cars through Bird & Son. It was found that this could not be done, but steps are being taken to make arrangements if possible.

Through the council and by special notices, employees have been warned of the danger of passing underneath suspended rolls from the cranes which operate between No. 1 and No. 2 machine rooms. The crane men have been instructed to report people who persist in passing underneath the loaded cranes. This is to prevent the recurrence of any such accident as happened in the Spring at the Main Mill.

The Maintenance men are now allowed five minutes for washing up both at noon and at night. This follows the standard practice in other plants, but the regulation was made as a result of a discussion at the Council Meeting.

The parking space on Short Street is to be enlarged to accommodate more cars.

A Regular Playmate

One of our handsomest salesmen reports that last summer he came late to a tennis tournament and sat down on a bench.

"Whose game?" he asked.

A shy young thing sitting next to him looked up hopefully. "I am," she replied blushing hotly.

Now you go on with the story.



BIRD PRODUCTS



Roofing Division

BIRD Shingles

Special 3 in 1 Thick Butt	3 in 1 Thick Butt	Super 3 in 1 Thick Butt
Weather-TEX Thick Butt	Custom Built	NEPONSET Twins Thick Butt
NEPONSET Double Twins	American Double Twins	Loc-Set Hex-Twins
Lock-Butt	BIRD Insulated Bric-Siding	Individuals
Art Wall Siding	Bric-craft Siding	Giant Individuals
	Weather-TEX Siding	Art-Bric Siding

BIRD Roll Roofing

Paroid	Art-Hex	Mineral Surfaced	American Ready	Old Reliable
Universal	Mineralite	Waterdyke	Proslate Roofing,	Blind Nailed

BIRD Building Papers

NEPONSET Black	Saturated and Coated	Super Sheathing	Economy
Refrigerator Insulating	Reenforced Kraft Paper	Duplex Kraft	

BIRD Wallboard

NEPONSET Wallboard	American Wallboard	Art Craft Wallboard
NEPONSET Tileboard	American Wallboard, Green One Side	Poster Board

BIRD Specialties

BIRD Built-up Roof Materials	BIRD Deadening Felt	Tarred Felt	Asphalt Felt
	Plastic Cement	Roof Coating	

Flooring Division

BIRD NEPONSET Rugs and Floor Coverings, Armored with BAKELITE*	
BIRD NEPONSET Rug Border	
Economy Rugs	Economy Floor Coverings
	Economy Hall Runner
BIRD NEPONSET Hall Runner	
BIRD Lining Felt	BIRD Saturated Felt
	Rubberlike Matting
	BIRD CHROMALIN Floor Covering
	Patterned Plain Jaspé

Box Division

BIRD Solid Fibre and Corrugated Fibre Shipping Cases
BIRD-Fibre Wood Frame Shipping Cases

Carton Division

BIRD Shoe Cartons	NEPONSET Waterproof Paper Flower Pots
Tack and Screw Boxes	Plant Bands
	Plant Boxes

Special Paper Division

Index Pressboard	Socket Lining Paper	Rocket Paper
	Dry and Waterproof Felt Papers for Special Purposes	
	Industrial Filter Paper	
Innersole Board	Cloth Board	

BIRD & SON, inc.

Established 1795

EAST WALPOLE, MASS.

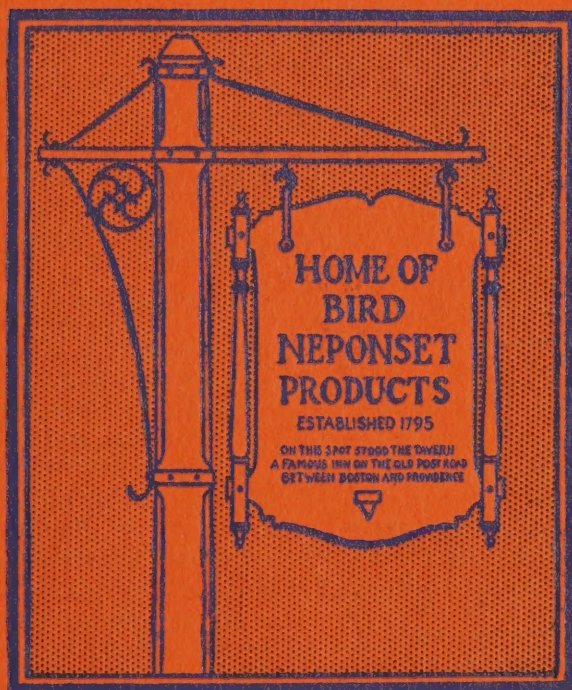
* Trade-mark of the Bakelite Corporation.



{List of Bird Products on Inside Back Cover}

BIRD'S *Neponset* REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.



VOL. XXIV NO 5

OCTOBER 1936



BIRD & SON, inc.

Established 1795



East Walpole, Massachusetts, U. S. A.

Paper Mills

East Walpole, Mass.
Phillipsdale, R. I.

Box Factories

East Walpole, Mass.

Flooring Plant

Norwood, Mass.

Roofing Plants

Norwood, Mass.
Chicago, Ill.

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Vice-Chairman, CHARLES S. BIRD, JR.

President, BENJAMIN H. ROBERTS

Vice-President, RICHARD C. FLOYD

Vice-President, CHARLES W. CONRAD

Secretary and Treasurer, AXEL H. ANDERSON

Advisory and Consulting

Vice-Presidents

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PHILIP H. BAILEY

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AXEL H. ANDERSON

PHILIP H. BAILEY

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Assistant Treasurer and Credits, D. E. MERRILL

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Assistant Purchasing and Traffic, M. J. HAWKINS

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Sales Manager Paper Division, F. H. HIRD

Sales Manager Roofing Division, E. L. CHAMBERLAIN

Manager Eastern Division, W. E. HALE

Manager Central Division, S. C. TRAUDT, JR.

Manager Southern Division, A. D. KILHAM

Manager Western Division, W. W. WILSON

Sales Manager Box Division, C. H. ANDREWS

Assistant Sales Manager, G. L. STUDLEY

Sales Manager Carton Division, A. M. CLAFFEE

Bird Floor Covering Sales Corporation

(Subsidiary Company)

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Field Manager, A. V. GARLAND

Manufacturing

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Assistant to Director of Manufacturing, P. N. HILLS

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Plant Engineer, J. A. SHEEHAN

Chief Chemist, E. L. CONNOLLY

Superintendent Paper Division, J. J. BURKE

Superintendent Box Division, A. D. COLBURN

Superintendent Carton Division, R. L. TUPPER

Superintendent Felt Division, T. G. HENDERSON

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Superintendent Flooring Division, R. M. WIGHT

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Chief Chemist, J. E. GRAHAM

Superintendent Eastern Roofing Division, M. R. BEASLEY

Assistant Superintendent, G. E. SMITH

Chief Chemist, F. P. REYNOLDS

Superintendent Western Roofing Division, J. G. YOUNG

Assistant Superintendent, J. F. MATCHA

Chief Chemist, ERICH GACH

Branch Offices

New York, Chicago

Warehouses

BALTIMORE, BROCKTON, BUFFALO, CINCINNATI, CHICAGO, DETROIT, EAST WALPOLE, KANSAS CITY, MINNEAPOLIS,
NORWOOD, SAVANNAH, SOUTH KEARNY, ST. LOUIS

BIRD'S

NEPONSET

REVIEW

VOL. XXIV

OCTOBER, 1936

No. 5



Fires and Accidents

THE following pages of this *Review* are devoted to a discussion of our material wastes in production. These are so important that except as we work to reduce these to a minimum we cannot hope to continue in business.

But the most destructive, most deplorable waste in all industry is the waste of human health through accidents and the waste of plant property through fire. The observance of Fire Prevention—No Accident Week, from October 4 to October 10, emphasizes to us the need of putting an end to these wastes of men and money.

Careless housekeeping or failure to observe plant regulations may at any time cause a destructive fire which might put us all out of work for many months, if not permanently. Think of the waste of property and the terrible loss of income to us all. Surely an ounce of prevention against plant fires is worth many pounds of "cure."

Disregard of safety rules or a moment of carelessness can bring injury to a man which may cut off his earnings for many weeks, cause him intense physical suffering, and bring real hardship to his wife and children. And the consequences of a fatal accident are so terrible that I need not mention them further here.

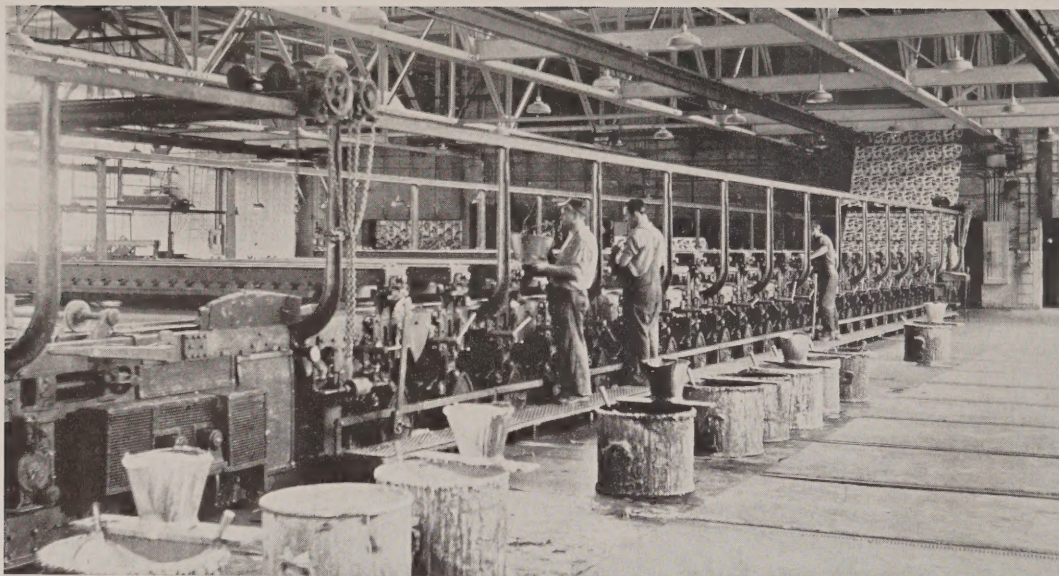
As we observe Fire Prevention and No Accident Week this year I suggest that we think of our safety problem in the light of this waste of human energy and health, realizing that such waste can be eliminated entirely by conscious individual effort.

We have come a long way from our poor accident record of 1935 and are encouraged by this improvement in 1936, although the record is still far from perfect. It is especially pleasing to find that our Phillipsdale Plant is for the second successive year receiving national recognition for its safety record. This is a fine showing of which we are very proud.

But we cannot rest on our laurels. Our future record depends entirely on what we *continue* to do about safety and fire prevention, not on what we *have* done. A year from now I would like to be able to boast of a new all time record of safety performance in all divisions. That reduction in waste of human health would be the finest thing we could hope to accomplish.

A handwritten signature in dark ink, appearing to read "C. W. Tourad".

Director of Manufacturing.



Thousands of yards of Flooring Material are made each year at our Flooring Plant with a very small waste of material anywhere in the production line. This is one of five machines which are running day and night now to fill the orders.

Industrial Enemy No. 1—Waste

“NOTHING is sure but Death and Taxes” they say, but this much more also is sure—the amount of waste each year in our Plants is an enormous figure, well deserving the name of “Industrial Enemy No. 1”. If waste could only be eliminated, we say—and then we are off on a subject that would fill volumes. There are almost as many different kinds of waste as there are corners in our Plants, ranging all the way from material spoiled in the process of manufacture to smaller items of material scrapped because of a change in design or a discontinuation of the product, and finally to the intangible items of waste time, waste power, and waste equipment. The problem is endless, and like safety, must be worked on continuously. The biggest problem of all is our direct material waste in production.

Each year the material waste at our plants runs into many thousands of dollars. Unfortunately a large percentage of this is unavoidable. We cannot make floor covering without trimming the edges. That trim is waste. We cannot make shingles and sidings without cut-outs. Those cut-outs are waste. And at the Box Shops there is likewise an unavoidable waste both in trimming the cartons and fibre cases to exact size and in chipping out the slots,

But in addition, there is a considerable item of waste that can be controlled. We are directly responsible for this through carelessness and indifference.

Insofar as each of us is personally responsible, we can do something to correct this condition.

Let's take a trip through the Mill and see where we have fallen down. At the East Walpole Plants, even though all the trim and broke on the paper machines goes back to the beaters and is used over again for new paper, all of it costs us the difference between good paper value and raw stock value. When you realize that it costs a dollar a minute to make broke on No. 5 paper machine alone, you can see how quickly this waste cost mounts up. Poor paper which causes trouble at the Box Shops usually has one of two major defects—either it has been poorly wound on the jumbo rolls so that the rolls telescope and damage the edges of the sheet, or else the paper itself is defective. The liner stock especially must be very nearly perfect. Ask the men on the Combiners at the No. 1 Box Shop, and you will soon learn what a lot of grief bad paper can cause when it has a watermark streak, when it is mottled or crushed so that the surface is rough, when it contains

asphalt spots or other miscellaneous dirt, which even the settling system has not removed, or a slime spot or snag, those spots which look like knots in a plank of wood. All these difficulties can be corrected only through more careful inspection and better workmanship at the paper machines. In addition there is waste in the combining operation itself. Every time one of the combiners is shut down there is an unavoidable loss of from eight to twenty feet of paper on which the adhesive has dried out. Short runs, caused by the ordering of small lots, increase this setup difficulty, and consequently the waste.

Once the board has come off the combiners in good condition and is sent to the upper floors of the No. 1 Box Shop for the processing operations, nearly all the unusable material can be laid to just one cause—carelessness—carelessness in printing in slotting and creasing, and in transporting the finished products to the Shipping Department and later to the shipping platform.

The worst problem of the No. 1 Box Shop is in the transportation of the large combined rolls from the combiner to the processing machines, particularly to the floor above. Many times the fault is not so much with the worker as with the con-

itions. These rolls must be taken to the elevator, carried to the floor above, and then rolled almost the length of the building; even with the greatest care, they will frequently become badly telescoped, and this in turn damages the edges of the stock by crushing or tearing, ruining a great many feet of paper which was in perfect condition when it left the combiner. Steps are now being taken to eliminate this transportation problem with the hope of saving many hundred dollars of waste each year.

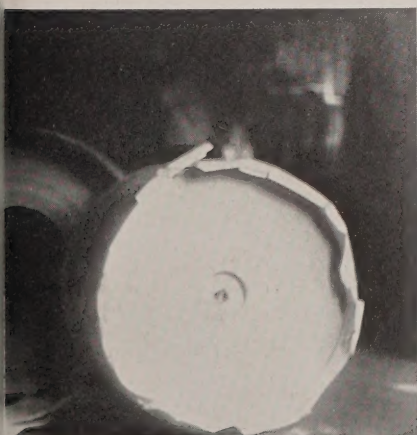
As at the No. 1 Box Shop, proper care must be taken in running the blanks through the machines, and in all the processes of finishing and inspection.

In the past there has been considerable loss of blanks which were not properly glued on the machines. These, of course, were thrown out at the inspection. A special machine has now been installed which reglues these blanks, putting them into the same perfect condition as the rest of the A-1 stock.

It goes without saying that the highest quality of paper must be produced for our many special papers. All through the line of paper makers, finishers, and stock handlers, the amount of waste depends very largely on the carefulness and thoroughness of the individuals who work on the material.

In supplying perfect rolls of Felt to the Norwood Plant, Phillipsdale runs into many of the same problems that confront our Paper Mill—the rolls of felt must be wound tightly and with smooth edges, so that there is the least possible damage to the edge of the sheet

It is easy to see how much waste a telescoped roll can cause. A good many feet of this roll have been rendered useless. This costs money.



during the transportation; and the felt must be as free as possible from defects, which will impair the quality of the finished product.

One of Phillipsdale's big problems is the "mill shrink"—the waste that must be removed from the raw stock before it is in condition to be made into felt. This item runs into thousands of dollars annually and is being worked on continually.

By very careful loading on flat cars, and by careful handling both at Phillipsdale and in Norwood, these

large felt rolls reach the Roofing machines with almost no damage at all, except to the outer convolution, which of course is usually soiled or injured and has to be discarded.

Like the combiners at the No. 1 Box Shop, the big Roofing machine can be very wasteful of material whenever it is shut down. All the felt on the cooler and in the saturator—and this amounts to about 75 feet—is rendered useless, and so it is easy to see that a great amount of waste might occur here if there

Check Yourself

Do you waste materials and supplies by —

- 1—Poor workmanship?
- 2—Careless handling?
- 3—Improper use or wrong piling of storage?
- 4—Scrapping material or supplies that can be salvaged?
- 5—Improper handling?

Do you waste time by —

- 1—Unnecessary talking and visiting?
- 2—Failure to ask questions when orders are not clear?
- 3—Being late for work, or leaving work early?
- 4—Failure to follow instructions?
- 5—Not keeping tools handy and in order?
- 6—Doing personal work without permission?
- 7—Not reporting promptly when work is done, if other work is to be assigned?
- 8—Making mistakes which mean doing work over?
- 9—Failure to cooperate with your fellow-workers?
- 10—Making waste motion due to unsystematic personal working habits?

Do you waste machinery and equipment by —

- 1—Rough use or abuse?
- 2—Lack of lubrication?
- 3—Failure to keep them clean?
- 4—Failure to return tools and portable equipment to their proper places?
- 5—Not understanding thoroughly your duties?

Do you waste electricity, steam, water, etc. by —

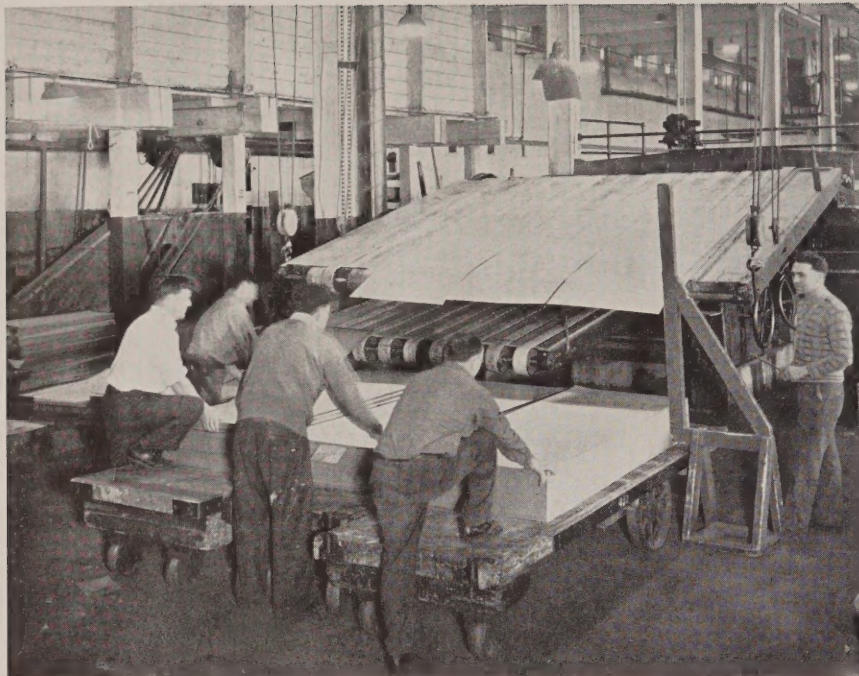
- 1—Failing to shut off when not in use?
- 2—Using more than needed?
- 3—Failing to report leaking valves or other conditions needing correction?

Do you waste space by —

- 1—Poor housekeeping?
- 2—Improper storing of materials?
- 3—Keeping useless material or supplies?

All these items are minor points, but in the sum total they add up to a figure which eats into the profits and indirectly affects the earnings of us all. Industrial Enemy No. 1 is a hard fellow to fight, but he can be fought. Other companies have reduced waste, and we ourselves have for many years carried on a continuous campaign with remarkable results, but the job is far from finished.

So let's keep at it and see what further can be accomplished by the end of 1936.



The take-off section of #1 Combiner at the #1 Box Shop where sheets of solid fibre board are combined and cut to exact size with a minimum of waste and a maximum of quality.

were many shut downs in the course of a week. To overcome this, equipment is now being developed which provides a quick changing of colors, thus eliminating a large amount of the broke now caused by new setups. Dirty coating, mixed slate, off-dimension shingles, poor cut-outs, and shingles which are either under or overweight when finished—all these can cause a waste of material at different points along the production line on the machine. And above all improper embedding of the granules can spoil the quality of a shingle and render it useless more quickly than almost any one other thing. It takes men who really know their business to handle this operation, and these men together with eagle-eyed inspectors constantly check the quality of the shingles coming off the machine, and immediately make any mechanical adjustments necessary to produce a perfect run of shingles.

Equally important is the careful packing, storing and transportation of the finished shingle bundles and roll goods. Careless storing in the warehouse or improper loading in the freight cars would quickly offset all the good production and create a terrific waste in damaged goods.

At our Chicago Plant all these same difficulties must be overcome, and in a special memorandum to the

Review, Mr. Young, the superintendent, points out the necessity for careful workmanship. He says, "This calls for every man being on his toes and paying attention to his job at all times".

Waste at the Floor Covering Plant comes from the accumulation of a lot of small items—smeared sheets in the oven, tears, misprints of all kinds, including rough undercoating and mistakes in lockups, and unavoidable waste because of frequent setups. This problem has arisen recently because of the addition of the large number of new patterns. All patterns and sizes must be kept in stock, and this means frequent changes, which in turn means the wasting of more than a little material while adjusting the machines to the accuracy required to print perfect material. Fortunately much of this material that contains only slight misprints can be used for seconds, and is not entirely wasted. The smears and the tears we find are caused very largely by the new men who, no matter how clever they may be, will damage at least a small amount of material while learning this difficult job of operating a complicated Print Machine.

A bad, and at the present time unavoidable, source of waste in the printing of rugs occurs with every ovenlength of material. In order to

attach the clamp which pulls the finished goods from the machine into the oven, it is necessary to leave unprinted a strip of felt $1\frac{1}{2}$ feet long. As there are fifty spaces in each oven and ten ovens at each machine, this soon runs into a good many feet of wasted felt when rugs are being made. For some time work has been in progress to develop a new type of clamp with such a small bite that it would permit continuous printing of rugs, thus eliminating this waste.

Throughout all plants it is essential to watch constantly the use of raw materials, making sure they are not wasted. This care is especially needed at the Flooring Plant where we make use of high grade paints and varnishes. Careless use of these would mean a great loss in waste in a short time.

The care which is necessary in finishing, packing and shipping is just as necessary in this Plant as at all the others, and it seems too obvious to require further mention—but the very fact that the same precautions are necessary, whether at the Box Shops or at the Flooring and Roofing Plants, gives emphasis to the importance of them.

We have made remarkable achievements in the elimination of unnecessary waste during the past ten years. But none of us is so good that he cannot be a little bit better if he exerts a little more effort. It behooves every man within the organization to stop and consider the part he personally can play in further eliminating unnecessary waste. This is as much a part of his job as tending the machines or working safely.

Well wound rolls like this help the #1 Box Shop to maintain high production and decrease waste.



Mr. Lines Visits England

The following article was prepared especially for the *Review* by our Director of Research, Mr. Edwin M. Lines and gives an interesting account of his visit in England this past summer.

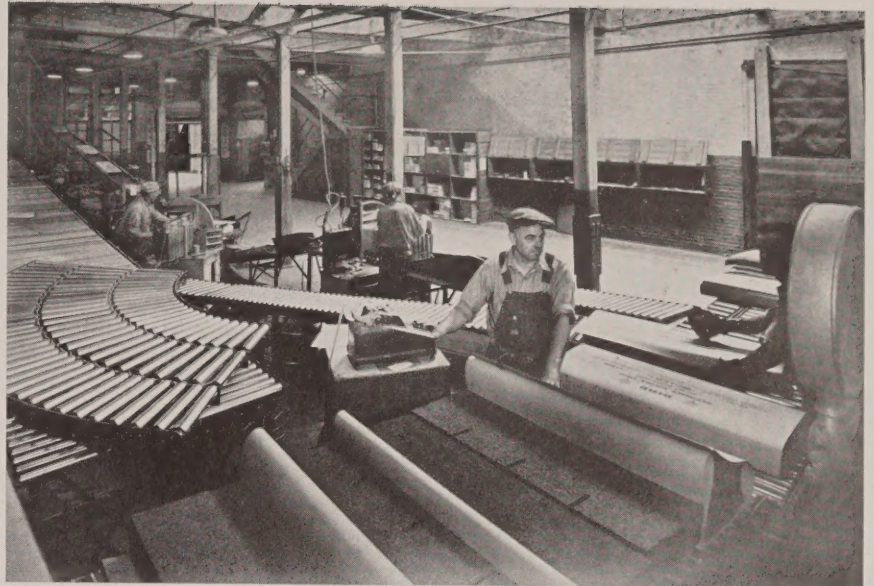
OUR family sailed from New York on the "Britannic" on July 24 and arrived at Southampton on August 1, having stopped at Cobh in Ireland and Harve, France to let off passengers.

In order to make the best use of a limited time, our trip had been planned in advance by the University Travel Bureau to give us three weeks of travel by motor through rural England and in addition about a week in London. As we look back, it is one of the most thrilling experiences in our lives. It was somewhat strenuous as we travelled by motor over 1800 miles, every mile of which was filled with new sights and experiences. In London alone a lifetime would not be sufficient to see and know all it holds for one interested in past history, particularly one whose forebears go back to English soil.

The boat train carried us directly to London where the motor trip was to start at once. On our way we passed under Big Ben striking eleven. We would have known it with our eyes closed, sounding just as it does on New Year's Eve over the radio.

Down Watling Street we travelled the old Roman way over which Chaucers' pilgrims had gone and so many of the great figures in English history on their way to Canterbury. Canterbury, where the English race first founded a settled home on English soil, was our first stopping place. The City walls, the Cathedral, the Saxon Church at St. Martin with its unbroken record of 1300 years of Christian worship were all of great interest to us. Through the West Gate of Canterbury, which is still standing, have passed William the Conqueror, most of the kings of England, many of the Crusaders and a great many others of England's greatest.

From Canterbury we travelled across Southern England to the Cornwall West Coast, North to Edinburgh and down the East Coast to London. We were able to visit



Shingle Tying Machines at the Norwood Roofing Plant. Although this plant produces an enormous volume each year, waste of material is kept at a minimum through careful workmanship all along the line.

many of England's greatest Cathedrals.

Bath was a center of interest to us. The hot springs here were discovered long before the Roman occupation. From these springs flow a half million gallons of water a day at 120° F. and this has not been known to vary in quantity or in temperature since the first records. The Romans built elaborate baths here and their remains are preserved.

Durham Cathedral has an almost unique right of Sanctuary of which many availed themselves in older days when wrongs were directly avenged. On its north door is a knocker holding a large ring. If a pursued man could reach the ring before being overtaken, his pursuers could not seize him. He was admitted to the Cathedral by Monks stationed to watch for those seeking sanctuary, and given a trial by the Bishop. If considered guiltless the prisoner would be given a white robe and staff and sent out to go directly to the nearest seaport, there to take a ship for other lands. If no ship were available the prisoner was required each day to wade into the sea waist deep as an indication of his intention to carry out his part. If he failed in this he could be seized by his enemies.

After the week's visit in London we returned directly to Boston, sailing from Liverpool on August 31 and arriving in Boston September 6.

With the Soccer Team

By John H. White

THE Soccer Team of the Bird Club, representing Bird & Son, inc., will again play in the Boston District League, the James M. Curley Cup State Championship, and the National Amateur Championship. Present arrangements promise a fine team to represent us in the coming season's engagements, which are carried on in all weather conditions.

Following is our probable squad which will open the season at Quincy against the newly formed and powerful aggregation known as the British-American Club; Harry Benson, Jack Smith, Hugh Gardiner, John McDougall, John and Gus Hogan, Walter McKenna, Andy Wright, Danny Costello, Harold Nicholson, William Dropski, Thomas Florie and Allen McIlree. Mr. Florie twice played for the United States as an international player and promises to be a treat for our fans to watch. James Schuller will be absent for six weeks through injuries received at his work. After that time we expect him back as a regular member.

This team will go far and create a real interest for Bird Club members. The Soccer Club Committee earnestly hopes many members will attend the games and take an active part. This is your club. Come and share it. The opening game in East Walpole is with the Somerville Town Team on Sunday, October 4.



The Safety Committee of our Phillipsdale Plant — the plant which has won National Safety honors for the second successive year. Front row, left to right, T. G. Henderson, George Hawley, Willie Banks, Helge Holter, L. T. Livingston. Back row, A. H. Chamberlain, Charles Cyranock, Rex Salisbury, Theodore Maddern, Henry Phelps, Leslie Howard, David Lowry.

Phillipsdale Leads Again

FOR the second successive year, the trophy in Group D in the Paper Industry Annual National Safety Contest has been awarded to our Phillipsdale Plant. During the period from July 1, 1935 to June 30, 1936, this plant worked a total of 261,984 man hours without a lost time accident, duplicating their fine job of last year which won them the same trophy in 1935. Actually the plant has worked since March 1, 1934 without a lost time accident—up to October 1, 1936 this represents a total of 954 calendar days, which is creeping up to challenge the Roofing Mill's all time record* of over a million man hours worked.

The award is being made at the National Safety Convention at Atlantic City the first week in October.

This is the third successive year that a Bird & Son plant has won a similar trophy, as it was won for the first time by our Chicago Plant in 1934. But to win it two years in succession is an unusual achievement, and the Phillipsdale workers have every reason to take great pride in their accomplishment. Credit should be given to the efficient Safety Committee headed by Mr.

T. G. Henderson, Plant Superintendent. The other regular members of this committee are Rex Salisbury, Henry Phelps, John Rogers, Manuel White and Joseph Farrell. These men are all members of the Plant Council; in addition, other men, not Plant Council members, are appointed to serve during the year and are changed at frequent intervals. But all the credit does not go to the Safety Committee alone. The record has been established only through the full cooperation of every worker in the organization and each individual worker deserves his share of the praise. A safe working organization is only as strong as its weakest workman, and certainly the records show that there are no "weak" men in Phillipsdale working for us.

Phillipsdale, of course, is still holding our Safety Shield which will stay at the plant as long as operations continue without an accident. This plant has held the Shield longer than any other Bird & Son unit, and it looks now as if they were well on their way toward an all-time record for safe and happy working conditions.

Congratulations Phillipsdale on a mighty fine job.

Bird Club Opens New Season

JOHN J. BURKE, Paper Mill Superintendent, Anne Kelliher, Main Office, Ernest Oakes, Stock Transfer Department, Benjamin H. Roberts, President, and Benjamin D. Rogers, Director of Personnel, are the five new directors elected to the Bird Club Council at the annual meeting of the Club held on Friday evening, September 11 in Bird Hall.

H. S. Whitney was reelected Treasurer and A. W. Smith, Secretary.

At a special meeting of the Bird Club Council held on Wednesday, September 16, Wesley A. Beaulieu and William F. Geary were voted in as new Council members filling the vacancies caused by the resignation of John E. Curran and Ralph M. Wight. At this same meeting, Wesley A. Beaulieu was elected President for 1936 and John J. Bradley, Vice-President.

Just as we go to press, President Beaulieu has appointed the chairmen of the various committees for the coming year. These are as follows:

Auditing, P. F. Rogers; Baseball, E. W. Oakes; Bowling, F. H. White; Budget, H. S. Whitney; Educational, E. H. Coleman; Entertainment, E. M. Grout; Executive, B. D. Rogers; Golf, Charles Sumner; Membership, P. A. Guttormsen; Ping-pong, Kaino Paaanen; Horseshoes, C. E. Rafuse; Soccer, J. H. White; Tennis, Frank Clem; Checkers, Frank Vietze; Cribbage, Herman Nordstrom; First Aid, Frank Eisenhauer.

The reports of the various chairmen read at the annual meeting indicated that the Club had completed a very successful season in its first year of reorganization. The attendance at this meeting was disappointingly small, barely a quorum being present.

However, there is considerable enthusiasm among the committee chairmen for the coming year and plans now under way indicate that the Club will continue to grow, increasing its membership and expanding into new fields of activity according to the wishes of the members.



Ceremonies at the opening of the Olympic games at the huge stadium in Berlin on August 1st. Taken by Joseph Erker.

Attends Olympic Games

ATTENDING all the Track and Field events at the 1936 Olympic Games in Berlin, and taking the beautiful trip by boat down the Rhine climaxed a most enjoyable trip to Germany this Summer for Mr. and Mrs. Joseph Erker.

Sailing about the middle of July on the S.S. "Europa" Mr. and Mrs. Erker landed at Cherbourg, France, going from there to Paris where they spent two days. From Paris they went directly to Berlin for a stay of eight days, attending the Olympics daily and witnessing all the thrilling Track and Field events at the famous stadium in Berlin.

The trip down the Rhine was part of a 12-day tour of Germany visiting such places as Leipzig, Nuremberg, Munich, Garmisch-Partenkirchen, Heidelberg, Cologne and Hamburg. They sailed from Hamburg on August 20.

Commenting on the trip Mr. Erker said, "I thoroughly enjoyed every minute of it. I received so many new impressions that I can easily understand now how a person can take a trip like that and write a book about it".

Pertinent Question

Binks ('phoning down from his room): "Night Clerk?"

Snippy Clerk: "Well, what's biting you?"

Binks: "That's what I want to know."

* * *

Just about the time you can make ends meet, someone moves the ends.

Vice-President Bartlett Makes Western Tour

VISITING the Grand Canyon, California, Oregon, Washington, and the Canadian Rockies, Vice-President E. H. Bartlett enjoyed an "All-America Treasure Tour" on an eighteen-day vacation starting Saturday, August 15. The party made its first stop at Chicago and then continued westward to Colorado Springs, Pike's Peak, and the Garden of the Gods. Two days later they reached the Grand Canyon, and spent a full day sightseeing along the rim of this most awe-inspiring sight in the country.

Los Angeles was reached the next day and time was allowed for two days motor tours to nearby points of interest, such as Hollywood, Pasadena and Santa Monica. San Francisco, Portland, Oregon, Seattle, Wash. and Vancouver, British Columbia were visited in succession on the next four days, with time allowed for seeing the most interesting points along the way. Mr. Bartlett spoke particularly of the beauty of the giant Redwood Forest, which they visited. The last few days of the trip were spent in the beautiful Canadian Rockies at Lake Louise and Banff. The return to New York and Boston was by way of Winnipeg, St. Paul and Chicago.

Mr. Bartlett made good use of his camera all along the way, and has

a fine collection of snapshots by which to remember this trip. His pictures of the Grand Canyon, Lake Louise, and other sections of the Canadian Rockies are especially fine. This was his first trip west of Chicago.

From the enthusiastic reports he gives us, we suspect that he may be returning to some of these places again before long.

Horseshoes

By Charles Rafuse

SAMUEL STEELE and Stuart Farris of the Flooring Plant are the winners of the Doubles Tournament in Horseshoes, establishing the unusual record of not losing a match the entire season.

Because of vacations and other conflixtions, this Doubles Tournament lasted most of the summer and was only finished about the middle of September.

Plans are now under way to start a Singles Tournament, but the committee believes it would be a good idea to attempt to run it off in one day so it would not be a drawn out contest like the Doubles Tournament. This Tournament will probably be under way and possibly completed before this issue of the *Review* appears.

Vice-President E. H. Bartlett at the rim of the Grand Canyon.



BIRD'S NEPONSET REVIEW

Vol. XXIV October, 1936 No. 5

Published by the Employees of Bird & Son, inc.
In the Interests of the Company and Its
Workers

For the Promotion of
Good Service Good Business
Good Will

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Phillipsdale, R. I.; Chicago, Ill.

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C. W. Conrad B. D. Rogers

Editor Circulation Manager
E. M. Grout A. S. Blaney

Printing Foreman, F. R. Meyer

Fire Prevention
No Accident Week
October 4-10

Vote

ONCE every four years every American citizen has the privilege of voting in a national election and in that way having his say as to how this Government shall be run. Once every year every Bird & Son employee with a service of six months or longer has the privilege of voting in the Plant Council election, thus helping choose his employee representative. Both elections are important—one determines the national policies for the next four years and the other carries on an organization which is playing an important part in the smooth running of our business.

Plant Council elections will be in progress about the time this issue of the *Review* appears. Some of them may have been completed. Last year 95% of those eligible to vote participated in the election. This is a fine showing which we hope will be equalled this year.

One month from now comes the big national election, which will be one of the most important for many years. Whatever your party affiliation, go to the polls and vote. It is your duty and privilege to cast

a ballot on that day for the program you think is right. Only in this way, by the vote of every American citizen, can the national policy be determined in accordance with the desires of the greatest number of citizens.

Social Security Payments

ON September 15 Bird & Son, inc. made its first payment to the Unemployment Insurance Fund of Massachusetts, paying or providing for a total of 1% on the first six months' earnings of all employees. During the next three months Bird & Son will complete a similar payment for the last half of the year. Starting on January 1, 1937 the employees of Bird & Son will be required to make regular payments, both for Unemployment Insurance and for Federal Old Age Pensions. After the first of the year Bird & Son's contribution to the Unemployment Insurance Fund increases to 2% of the payroll, and in addition the company will start paying 1% to the Federal Government toward the Pension Fund.

Taxes Explained

You will be anxious to know just what these new taxes mean to you. The answers to the questions below will help make this clear—

1—When do I start making contributions? *Answer*—As of January 1, 1937.

2—How much will this contribution be? *Answer*—A total of 2%—1% as a Federal tax for Pensions and Old Age Assistance and 1% to the Unemployment Insurance Plan of the State of Massachusetts. Any worker earning more than \$2500 a year is not required to make any contribution to the State Unemployment Insurance Plan. Neither is such a worker entitled to any benefits under the plan.

3—How do I pay this contribution? *Answer*—By law it is required that this 2% be deducted from the pay you receive at each payroll period. In other words, 2% will be deducted weekly for all wage earners and those paid on a weekly basis, and will be deducted semi-monthly or monthly, from all salaried workers according to how they are paid.

4—If I wish to make these payments direct rather than by payroll deduction, may I do so? *Answer*—No. The law states definitely that your company must make the deduction at the time the payroll is made up.

5—Is Bird & Son paying a tax in addition to this amount which contribute? *Answer*—Yes. In 1937 Bird & Son is required to contribute a total of 3% of its payroll, 2% going for Unemployment Insurance and 1% for the Federal Old Age and Pension Plan.

6—Will the amount of my contribution remain the same in 1938? *Answer*—No. It will be more. The Federal Old Age Tax will remain at 1%, but you will be required to contribute 1½% to the State Unemployment Insurance Plan. The Federal contribution will stay at 1% until the year 1940; then it will increase to 1½%.

7—What benefits will I receive under this Plan? *Answer*—The schedule of benefits is quite complicated and will be discussed in more detail in a later issue of the *Neponset Review*. Under the State Plan no benefits are payable until 1938 and under the Federal Pension Plan none are payable until 1942. For a brief description of these benefit amounts, refer to page 8 of the February 1936 issue of Bird's *Neponset Review*.



Facts and Misrepresentations

IN a recent issue of the magazine "Industry", an interesting article stated some common misrepresentations, and placed beside them the real facts of the case. We quote the five statements below:

Stop poisoning the wells of public opinion. Our people are told:

1. "That two per cent of our population take 80 per cent of the national income." *This is not true.* Sixty per cent of the population are children and dependents with no recorded income. Sixty per cent of those who do share the national income receive approximately 80 per cent of the whole.

2. "That the workers' share of the national income has been steadily decreasing." *This is not true.* Workers' share of the national income has grown from 38 per cent in 1850 to 65 per cent in 1929 and has remained at this level during the depression. In 1931 and 1932 it equalled 75 and 80 per cent respectively of the income actually produced—because in these years the manufacturing and related industries paid to workers out of capital or borrowings two and one-half billion dollars in excess of receipts.

3. "That corporation profits increased faster than workers' wages." *This is not true.* Corporate profits between 1922 and 1929 fluctuated around four per cent of gross income with no increasing trend and in no year exceeded 4.8 per cent. Real wages (money wages related to living costs) increased 16.8 per cent during the same period.

4. "That industry is robbing workers in order to pay interest and dividends on capacity over-expended by greed." *This is not true.* Even including railroads, coal mining and a few other industries which at the moment appear to have substantial over-capacity, excess capacity of the American productive system is not more than twenty per cent over the requirements of 1929—a margin which includes obsolescent equipment in operating plants, and which is not excessive. This margin was no greater in 1929 than during the previous two decades.

5. "That improved machinery has made necessary arbitrary limitation of hours of work if millions are to



At the September Fire Meeting, our East Walpole Brigade fought an imaginary fire in the lower mill yard. This is Company #3 in action.

be re-employed." *This is not true.* The census of 1930 reports 39.8 per cent of our population gainfully employed as against 34.7 per cent in 1880. The railroads, for example, displaced probably 100,000 drivers and hostlers but employed 2,000,000. Changes in recent years, including the advent of the automobile, the truck, the bus and the aeroplane, reduced railroad employees by several hundred thousands, but the automobile industry, together with the allied trades, now employ 4,000,000. More than that, one-half the visitors to the Century of Progress in 1933 were dependent on incomes from industries not in existence at the Chicago World's Fair in 1893.

Too Many Accidents

Six more accidents have been added to our list of lost timers since the last issue of the *Review*.

Four of these occurred in August. Luigi Zinni scraped his right shin on August 5 while moving a skidload of shingles at the Roofing Shipping Department. Infection set in and he lost more than a month.

On August 12, Carl Hilton, Flooring Paint Room, scratched his right index finger while pulling a tub of paint, causing an infection which kept him from work from August 22 to September 28. On August 13,

Peter Wilsen of Chicago was painfully burned about the face and arms when a gas burner failed to light as it should, causing an explosion which threw hot asphalt onto him.

Bartley O'Donnell, East Walpole Yard, was injured on August 15 and lost two days when the wheelbarrow he was pushing caught in an industrial track causing the handles to strike his hip.

There were two accidents in September. On the 9th James Schuller was cutting heavy paper at the Finishing Mill when the knife slipped and cut the tendon and artery of his left thumb. He is still out.

A very serious accident occurred at the Roofing Shipping Department on the 24th. Manuel Coneja was driving an industrial truck from one freight car to another. As he drove over the car plate the weight of the machine bent the plate so that the back of the truck caught on the plate and ripped it away from the spikes which held it in place, letting both the truck and its driver fall to the ground between the two cars. Coneja's left leg was pinned under the truck and broken.

Cold Vaccine

COLD vaccine is now being given at our Hospitals. Make arrangements today to take this treatment and prevent sickness from colds this winter.

Notes From Plants and Offices

Main Office and Sales

Alice Clem
Eleanor Badger
Sabina Costello
Leo Salonen

Margaret Crane
Dorothy McEleney
Helen Curran
Sophie Eppich

Ruth Milliken

We don't think Marjorie Cobb will want to do any more mountain climbing. She and some friends climbed Mount Washington over Labor Day, the trip lasting 10 hours, but Marjorie says the after effects lasted much longer—And How!!!

Bernice Bechunas spent the holiday week-end in New York City, making the trip both ways by boat from Providence. She says she even had a "Military Escort", but who knows what she means?

James Gowing has returned to his studies at Amherst.

Anna Roundy, Credit Department, spent a very interesting week in Montreal and Quebec, seeing all the points of interest there and along the Sagueny River.

Eleanor Badger enjoyed a week at the Christian Endeavor Conference in Northfield, Mass., on the campus of the Seminary for Girls. A side trip was taken one day for a Field Day at the Mount Hermon School for Boys, also in Northfield.

We extend a warm welcome to Earline Bowden in the Stenographic Department and Ward Gowing in the Messenger Service. Wesley Pierce has also just now joined our staff of messengers.

Ann Lindsay has left the Stenographic Department to take over new duties in Traffic. Good luck, Ann.

Catherine Dowdie reports a very interesting vacation trip, going to Montreal by train, from there to Quebec by boat visiting St. Anne de Beaupre and Montmorency Falls, returning to Montreal by boat and then on to Boston by train. Her headquarters while in Quebec were at the Chateau Frontenac.

Ida Milesky spent the Labor Day week-end at Old Orchard Beach along with some other friends.

Win Rhind, of the Credit Department, spent one very enjoyable week in Franconia, New Hampshire, and another, equally as enjoyable, at her cottage at Portsmouth, Rhode Island.

Charlie Sumner spent two days of his vacation on a boat trip through the Thousand Islands. The rest of his two weeks was spent in sleeping and playing golf.

Eleanor Whitehead, Gertrude Brady and Ruth Milliken made a very picturesque and interesting cruise on their vacation. They sailed from New York on the S.S. Duchess of Atholl on August 1, sailing up the coast, through the Straits of Canso, up around the Gaspe Peninsula and down the St. Lawrence River to Quebec and Montreal. The return trip was made by going out around Cape Breton, and thence down the coast. While in Quebec, a stay of only nine hours, they visited St. Anne's, Montmorency Falls and had lunch at the Chateau Frontenac.

They returned to New York on August 11th. While in New York they took a tour through Rockefeller Center and the National Broadcasting Studios. They also visited the Bird & Son New York Office and made a side trip to Coney Island.

Evelyn Burton surprised us on July 31st by saying she was leaving that night to be married

to Mr. Howard Kelley of Norfolk, where they are now residing.

Unusual

If you didn't see the huge mushroom in the window of Jerry Travers' Barber Shop, you missed one of the most unusual sights in town this summer. Jerry got it from a friend on the North Shore. It was something the shape of an oversize potato and measured 25 inches in diameter. By this time somebody has probably put it to good use, and believe us that mushroom would smother a good many man-sized steaks.

It was good to see Tom Lavin and his daughter Mary this past summer. They were on a visit here from Ireland, where Tom is Manager of Mr. Bird's estate.

Olga Anderson left the Purchasing Department on September 15 to marry Victor Grant of our Flooring Plant. We understand they are to be married in October. Miss Anderson was the recipient of a mixmaster and the good wishes of the office.

John Barry of Traffic has returned from his vacation. He reports a good time.

We welcome Anne Lindsay to the Purchasing Department.

Paper Mills

John E. Curran
Herbert Badger
Herman Nordstrom
Fred Jonah
Mario Boragine

Frank Murphy
Edward Geraghty
Charles Rafuse
Sophie Novick
Mary Driscoll

Flash—for the latest thing in stream-lined overalls, see Matty Naughton!

Fred Duncan has just returned from a visit to his son, Fred and his wife at Oneida, New York. Mrs. Duncan, Jr. was formerly Myrtle Mayshaw and worked at our Main Office.

Roland Johnson of the Laboratory has joined the benedicts. He was married to Miss Laura Cassidy at Walpole on August 22nd. Best of luck for both.

John Linnehan spent his vacation at Arthur Topf's summer home at Onset.

We are glad to see Tony Feeney walking around again.

Charles Knaus vacationed in the New Hampshire hills.

We extend our sympathy to Kimble McEwen of No. 5 on the recent loss of his brother.

John J. Burke and family spent their vacation enjoying the salt breezes at Falmouth.

Jim Kivlin is now home from the hospital after his recent accident, and we hope to see him back to work again very soon.

We express our sympathy to Joseph Tomlin in his recent bereavement.

We wonder what John Connolly did with all the hot dogs from the Paper Maker picnic.

Walter Bisdneck spent his vacation west of Chicago, looking over the drought stricken area.

Herman Nordstrom and family visited Niagara Falls, Toronto Exposition, Montreal, the Green Mountains of Vermont, and the White Mountains on their vacation.

Times Have Changed

Now that Peter Glebus and Fiorino Felici have been "caged" and with Linwood Fifield and John Connolly about to take the fat step, there are only a couple of old bachelors left in the Stock Transfer Department, and nobody would have them anyway.

John Walsh is back from a summer spent in Ireland. John Lydon of the No. 2 Box Shop was at the boat to welcome him.

We will all be glad when Irish Oakes gets through his baseball worries—but then, there is another season coming.

Bill Davis is getting ready for winter. He now owns a brand new pair of skis!

Gareth Rouillard spent his vacation in New York and New Jersey.

We extend our sympathy to Perley Mudge in his recent bereavement.

Coleman Howe attended the recent Lou Schmelling fight.

Many of these plants are over eight feet high and each plant bore an average of over 50 tomatoes. These were raised by George Polumbo at his home on Concord Avenue, South Norwood. George, who works at our Roof machines, is shown standing beside one of the plants. Some tomatoes, we'll say!





David Allen Tarr, son of Edgar Tarr, of the Accounting Department. David appears to be enjoying life, to say the least.

Special Notice

Bob Nagel has returned to his studies at Yale. He will be back to see us during his Christmas vacation. (Main Office girls please note.)

Freddie Bortolotti's band played recently at "Bal-a-l'air" on the Worcester turnpike.

John Muse represented his section of the mill in the recent golf tournament. We are still trying to find out something about scores.

Arthur Topf recently won a contest for the homeliest man in the Paper Mill. The local boys were disappointed that all the honors went to Dedham, but still they are proud of their fellow-worker's victory and say he is or only the homeliest man in the Paper Mill, but in all Bird & Son.

Well sir, one of the Old Guard of East Walpole eligibles has went and done it. Ray Kirk, guardian of our yard scale, was nited in marriage to Miss Alice Alden of the Norwood Hospital staff on August 31st. Good luck, Red!

An Idaho man was fishing in Lake Crescent recently. He caught a big Northern Pike, the biggest he had ever landed in his long and busy life. He was so elated he wired his wife: "I've got one, weighs seven pounds and it is a beauty." The answer he received was "So have I; weighs ten pounds. Not a beauty—looks like you—come home."

Phillipsdale, R. I., Mill

Lexford H. Salisbury
David S. Lowry

John H. Nolan
Leslie E. Howard

Phillipsdale is going to have a radio station right in its own back yard now. WEAN is erecting a transmitter on the site of the old ehouse.

Jack Reynolds was a member of the Hitching Post Soft Ball Team which won the State and so the New England Championship and enjoyed a trip to Chicago with all expenses paid. Out in Chicago they found that they were not such a good team for they were eaten in their first game. Jack tells us that there was a team of girls from Kentucky that chewed tobacco and played in their bare feet. Tixie Billings and Fergie Christie are still picking the horses—yes, still picking—but alter Gill is "the" picker.

Ed Kelly and his wife have returned from a vacation motoring through Maine, New Hampshire and Vermont and, by the way, Kelly did not drive a mile on the whole trip.

Henry Gibb, while on vacation, visited Mr. Harry Coutts, superintendent of the Bird Mill in Hamilton, Ontario. Henry must have a high powered Chevrolet for he left Pawtucket at 4 p. m. and was in Toronto in time

for breakfast the next morning. This is a distance of 657 miles and was a short trip for Scottie.

George Hawley says he had the best time he ever had on this year's vacation. Did that new ice box account for that?

Barber's Itch?

Bill Callan, Charlie Anthony and Bill Livingston went quahauging last week and a few days later they all broke out with a rash. Charlie asked the doctor what it was and he told him he had poison ivy. Bill Callan asked another doctor and was told he had barber's itch.

Bill Andrews has quite an attraction way down near Hyannis on Cape Cod but we haven't been able to get her picture or name yet.

Six years ago Charlie Anthony promised Walter Gill a nice ripe tomato from his garden. Walter was very surprised the other morning when Charlie handed him the ripe old tomato.

Frank Mello bought five pool tickets for the Lewis-Sharkey fight for 10c each. He sold all of these to Jack Smith for 5c each and Frank was boasting of making 5c on each one until someone told him of his loss the following day.

Charlie Anthony has only been driving about a month and is easily tired out with this strenuous job. He went to Hartford last week and it took him two days to make the round trip.

One of the fellows here sold chances on a calf. Sam Gorelco took one but when the lucky ticket was drawn Sam said he wouldn't pay because he didn't win the calf. (Sam says his motto is "no win no pay".)

Harriet Neill, our beautiful office stenographer, has a nice new red and white bathing suit and there must be a great attraction for her down at Westport Harbor and Brayton Point as she has spent most of her time there, parading around the beach with the rest of the fashionable people. She has had the suit two months and hasn't had it wet yet. She says it isn't that kind of a suit.

Box Factories

No. 1 Box Shop

John P. Walsb
Amelia Galgauskas

John Phelan
Helen Sironka

Earl Boyden

The boy with the arrows visited the combiner room recently and did a good job. The result of his stay was the marriage of four members—Joseph Porazzo honeymooned in Boston, Esko Gronroos toured New Hampshire, John Dixon visited Canada and Gus Hogan went to Lake Sunapee, N. H. Good luck, boys!

Poor Phil!

We failed to mention in the last Review that Philip McCready is a father for the first time. He asks his fellow workers to come to his aid and teach him to croon a lullaby that will put the baby to sleep so he can have one peaceful hour.

James Ginley is back with us again after a pneumonia illness of five months.

Bill Downing reports a very pleasant vacation on the high seas.

We welcome Melvin White to the Solid Fibre case department.

Cupid Again!

Wedding bells rang for Anne Anton and Peter Glebus on August 16. They are making their home in Norwood. We wish them the best of luck.

Emily Carr still maintains that a Chevrolet is the best kind of a car—even on the end of a tow rope!

It looked like a premediated crime when the hero instead of the villain collided with Dominca Lipinsky while roller skating at Nantasket. Has he confessed yet, "Dom"?

The heavy traffic in East Walpole was too much to bear for Roy Cobb so he took to fishing at Brant Rock every Sunday this past summer.

We welcome George Klim and John Joslin to the Combiner Room.

Wanda (Mae West) Walukevich seems to have gone western on us. She's wearing 'kerchiefs like a cowboy.

Alice Giampetro spent her vacation "resting" on the beach at Onset.

Sadie Rafuse reports that her two weeks' vacation spent at various places with friends couldn't have been any better. Are you sure some one wasn't lacking?

Amelia Galgauskas saw the bright lights of New York over Labor Day.

Lady Helps Gentleman

It is not always the gentleman that helps a lady in distress. In this case a certain lady driving a Ford was towing Bill Reardon's Chevrolet through Carr Village.

We are all curious to know how Alice Poulosky dented the fender of her new car. Get jittery, Alice?

We welcome all the new workers at the Box Shop and hope they will enjoy their stay with us.

No. 2 Box Shop

Mary Bellew
Josephine Rose
Edward Borshwell

Alice Brady
Alma Walsb
Rose Ruggiero

Frank Eisenbauer

The vacation season is over as Frank Meyer is losing his tan.

Howard Young spent a very enjoyable vacation at Harpswell, Maine.

John White, Chairman Bird Club Soccer Committee, presenting John McDougall with the shield won by McDougall's team from the Flooring Plant which was the winner in the Inter-Departmental Soccer series, played for the first time this year.





Elephant house at Margate City, near Atlantic City, New Jersey. Frank Fisher, Safety Inspector, visited here on his vacation. It is 65 feet high and 38 feet long. In addition to the observation tower on top, it contains a dining room, kitchen and four bedrooms.

Ernest Stather vacationed at Underwood's Motor Camp, Falmouth Foreside, Maine.

Francis McDavitt spent her vacation going places and doing things.

Down Maine

Frank LaCivita chose the same vacation spot as Ernest Stather where a most enjoyable week was spent camping. Maine is apparently a very popular vacation spot for workers in the Flower Pot Department.

Mary McKinnon had a very enjoyable vacation, part of which was spent at Salem Willows and the rest at Cohasset.

Ben Whittier has returned to work after spending the hot summer days at Hyannis.

Bill Duquette spent his vacation sporting with his family.

Frank Eisenhauer motored to Canada with his double. He says, "Give me good old U.S.A. for wine, women and song."

John Clancy has returned to work after spending July and part of August with his family in Canada.

Klemens Kaseter spent his vacation at Nantasket Beach with his family.

The girls in the Box Shop want to thank Ray Kirk for the ice cream he gave them on his return from his honeymoon. We all join in wishing him and his wife the best of luck.

Fannie Murphy spent a most enjoyable vacation in Washington, Philadelphia, Atlantic City and New York. Fannie visited many places of interest but the time was all too short to take it all in. From all reports she made the most of her time. We all hope we can enjoy a similar trip before long.

Congratulations are in order for Ed Bigelow who became the father of a girl weighing six pounds on August 14th.

Vacations include Mary Sline, Montreal and Katherine Brady, New York City and Martha McLaughlan, Ohio.

Welcome to Royden Barrett who recently came to work in the Box Shop.

Congratulations to a former worker, Marion Butler, who is now Mrs. John Landers.

Girls, have you seen the new hats? Aren't they too ducky? Ask Astrid Anderson.

Astrid and Alice Brady spent Labor Day in New York City. Those girls surely do go to town often!

Roofing Mill and Office

George Lane
Stanley Phillips

John White
Charles Norton

Edward Hiller

Whitey Lane returned to work after a major nose operation. His friends say they hardly know the old face now.

Bill Bothwell is mighty peeved because no one noticed that he gained two pounds while on vacation.

Prudence Island in Narragansett Bay spells Utopia to Operatic Joe Hill who spent as much time as possible there this summer. Ask him about the fishing, and then duck!

James Quinn spent his vacation motoring around the beaches.

John Mattson spent his time fishing.

Ed Johnson believes religiously in the principle of brushless shaving, but when he attempted a bladeless safety razor shave, Mrs. Johnson presented him with a mirror, and—!

The doubles Horseshoe team from our plant surely took a bad beating from the Flooring Plant.

Listen To This—

A new pastime is croquet by car light. It must be interesting and should improve your game. Ask Charlie Seavey for details.

Ted Pieczonka and Max Rabinovitch, the Paroid minstrels, spent a week in New York painting the town and crashing the popular rendezvous with typical European gusto. Arriving at the Hotel Bristol with a wardrobe of princely dimensions, conspicuously displayed cigars and London walking sticks, they sure cut a royal slice, as twinkling-eyed butterflies opened a barrage of facial and shoulder gestures which soon had our Gary Coopers doing a double-faced Irish jig. They went, they heard and they saw—and it's HOLLYWOOD NEXT!

It seems that Joseph Quinn is quite familiar with a certain stage celebrity. She wrote him asking that he be on hand to greet her at the stage door of the Old Howard when she appears there next week.

We personally nominate Russ Whitney as the Roofing Plant "Knock-Knock" expert. He has had at least one a day since its inception. His best so far is the one about "Crosby".

Poor Fred Turco got so absent minded recently that he went home and forgot his pay check. Looks bad, Freddie.

Mike Sheehan has just returned from another siege of trouble with his legs. Here's hoping they stay with you this time, Mike.

Congratulations to our Roofers who won the Championship in Baseball again this year.

Research Note

Word comes to us that those two intrepid explorers Maxie Rabinovitch and Teddy Pieczonka are now doing research work in the Lake Massapoag region. They report that excellent specimens of "Specie Femalus" have been found, one in particular in their estimation being the finest ever seen in that section.

Here are some of the highlights of the big fishing party on August 30th: Bert Bamford caught the biggest fish, a five pound Cod which netted him \$2.50. Believe it or not, he pulled in his line to look at the bait and there was the cod!

"Anchor's Away"

When they reached a good spot two of the boys volunteered to let go the anchor, so when the owner shouted "Let 'er go," over the side it went—and all the line with it. They had forgotten to make fast the other end. Anyone needing a 50 lb. anchor slightly used, but plenty damp may have same by diving in five fathoms Lat. S.S. 90° Long. N.E. 84°.

John Weeks almost got himself used for bait when he fell into a bushel basket of clams, but they recognized him by his clothes.

When Eddie Sears awoke from his dream of peace and heard the radio he wasn't sure whether he was in Davy Jones' parlor or in the ballroom of the Queen Mary.

Everyone agreed that it was some fun and they are planning another trip in the very near future.

Congratulations are in order to John Landers, who has entered the ranks of the benedicts.

Herbert Jepson spent his fall vacation motoring in Maine.

Raymond Call vacationed at Harwichport.

James Phelan took his vacation recently and at the same time he took unto himself a wife. The lucky young lady was Catherine Costello of Norwood. By the way, Jimmy wants to express his thanks to all the boys in the mill who helped give him that useful wedding gift.

Champions again this year. This team from the Roofing Plant won the Inter-Departmental League championship for the second successive time. Front Row, left to right, Edward Hiller, Carl Altonen, Donald McMillen, Michael Baranowski, George Abbott, Francis Forrest, Thomas Thomas. Back Row, Frank Troiano, Edward Knaus, Vincent DeLaio, Edmund Wenstrom, Roy Walton, Raymond Bearce, Howard Elias, Fred Turco.





theel Jean Smith, daughter of George Smith, Roofing plant, as the Ice Queen in the Doll Carriage Parade held at Norfolk last July. The little girl in front is Ruth Ann, Mr. Smith's youngest daughter.

News comes drifting in about that big golf match which took place at Brockton between partners Don Frazier and Ralph Kemp and Varren Kumlbad and James Hanley. Frazier and Kemp were the winners, so the scores how. It is stated however, that if Jim added all those quick swings (not to be confused with strokes) in the sand traps, the final score would have been more decisive.

Just before Max Rabinovitch left on his big rip to New York some mysterious "Ruth" sent him a lovely bon voyage bouquet of flowers. Maxie tells us that the New York "taxi-dance" girls were very happy to see him (and his nickels).

It is now an established fact that Jack Taft and Stanley Phillips are the tennis doubles champions, whenever they play for ice cream the prize.

Ed Lincoln would like to know if there is anyone who knows of an extension that would enable him to drive his car from the roof. He plans to use this noon times when he comes out to see his car filled to capacity.

Flooring Mill and Office

Tom Rogers
Angelo Macchi
Thomas Paquette
Laurence Gammell
John S. Smith

FLASH!—September 23—It's a boy, just arrived at the home of Charlie Johnson, Head of the Design Department. Elsewhere on this page is an exclusive "photo" of Angelo Macchi broadcasting the news to the outside world.

Brownie Anton has been wearing a foolish grin lately. Can we expect wedding bells in the near future?

Lucky Man

The world's luckiest person is George Pearson. He walked into a store to spend ten cents and found a \$10.00 bill lying on the floor!

Walter Wallis spent a week at Swift's Beach. He took a harpoon along just in case. Perhaps he should have taken a crane with him in case he really should catch a whale.

We understand Bill Riston couldn't find any rubber racks one night. This is a pretty large

plant and he probably didn't look far enough.

Thomas Folan of No. 5 Print Machine was married on August 30th. The lucky girl was Miss Kathleen Greaney of Norwood.

Vacations in the Print Rooms include: Sutherland in Maine, Hayward in Canada, Ellsworth in New Hampshire, Kelley in Maine, Nutter in New Hampshire, Hamilton at Cape Cod, Wosner in New York, Phillips in Maine, Daisley in New Hampshire, Steele at Cape Cod, Tolander in Canada, Hazlett at Cape Cod, Marion Kissel in New Hampshire, Hildreth in Maine and Sword in New York—they covered the waterfront and the back woods too!

Latest achievement of Joe Woodward's Essex—26 miles on a gallon. Gas or oil, Joe?

Anybody who wants to learn about cribbage see Allen Hill. Allen has new rules that make 14 a go.

Bill Riston has offered to supply Wallace Macdonald with passes to the movies so he can afford to take his girl friend.

Well, You Spell It

Sign seen at the Flooring Plant "Do Not Take Patten for Crain Rale."

Deacon John Smith of Westwood visited his home town of Pembroke, Maine. He went to church on Sunday and found a former Bird & Son worker, Clarence Fuller, preaching the sermon there.

Allen Hill and Harold Larson decided to give up deep sea fishing after being caught out in that heavy thunder storm on August 17. They both have grown mysteriously much older. We wonder why.

Slim Ellsworth has a new to him Oldsmobile Sport Coupe.

Brownie Anton knows what it feels like to lose a car as his was stolen in Boston one day and found badly wrecked later.

Stuart Nickerson spent the Labor Day weekend motorboating and blue fishing in Buzzard's Bay. He didn't come back with any fish, but he enjoyed the boating anyway.

Our bachelors are fast disappearing. Olva Eklund has recently been married.

Dewey Beach is in the market for a new car. Here is a chance for someone.

We have a new speed demon. George Pearson was caught doing 62 mph in his Ford. The ten dollars recently found by him must have come in handy.

Carl Hamilton left for a two weeks' vacation but by the looks of the luggage he took we'd say he was going for two months. You should have hired a valet, Carl.

The 1936 master Chevrolets must be weak models, for they seem to have crumpled up somewhat on Bob Wilson and Wilho Waukonen.

Walter Sword has a new to him Plymouth.

The Flooring red heads, Coyne and Wurzel, took their first trip to the big city over Labor Day. The boys gave the New Yorkers on Broadway a treat with their rolled to the ankle pants and their crossed suspenders.

Carleton Rafuse must be getting ready for a long honeymoon. It is rumored that Carl is receiving more travel booklets than any other person in the plant.

Mel Chevers has rid himself of the fuzz. Remember?

Charlie Johnson is still cultivating his crop of new born hair.

Steve Wilson asked to have his name in the Review. Well, here it is—STEVE WILSON.

John Karshis is still the best looking man in the mill, although Eddie claims he should receive the honor.

Nelson Phillips claims he had a tough struggle with a two-pound silver hake.



Angelo Macchi broadcasts the news about Charlie Johnson's new addition to the family.

Congratulations to John Eppich who was married to Miss Pauline Dornig on Sept. 5.

Charlie Cobb and Frank Clem are now members of that ever-growing matrimonial club. The tennis courts miss Frank.

The Lake Bomoseen girls had the delightful pleasure of being entertained by handsome Kaino Paajanen, the dashing Floor Covering Romeo. Things are rather quiet up there now and Kaino is quiet about his weekly trips to —.

Another long distance romance seems to be in the bud here. Tad Maguire is travelling to Portland, Maine on week ends.

Incidentally, Tad was greatly interested in the recent beauty contest at Atlantic City.

Joseph DiMarzo is a new recruit in the Design Department. Good luck, Joel!

Berry Asphalt Company

Otto Holloway

John Savage

Buster McGuffin

Chester Eberle, Office man and salesman, has reserved himself a special chair at the Guest House.

B. P. Soward of the Chicago Office, Berry Asphalt Division, with a man-sized catch. The fish is a Muskalonge.





Mr. and Mrs. George Mahoney, Chicago, whose wedding we read about in the last issue of the Review.

C. I. Gerhart, an old time employee of the Berry Asphalt Company, has returned to Waterloo and has taken up his former duties in the office. According to the old timers Charley will get his share of the birds as he is reputed to be a crack shot.

"Wimpy"

Dan Landt, who moved to Waterloo from Chicago, laboratory, will either have to get himself a couple of milch cows or find another place to board. He has been nicknamed the "Goon" but it looks as though it will have to be changed to "Wimpy".

Now that the Production Department of the Berry Asphalt Company has been straightened out soft ball games have been resumed. At present the lease is one up on the refinery.

On Saturday morning, September 5th, the top of a 5000 barrel flux tank took a ride over the plant and settled beside the bath house after taking a corner of the locker room with it. The explosion was heard for miles around and people we did not know lived in Waterloo were on hand. The only casualty happened to Max McCann, an employee of the Arkansas Power and Light Company. He walked into the locker room to cut some wires when a sheet of corrugated iron clipped him on the chin. It required about three stitches.

Mr. Roberts, Mr. Pullar, Mr. Anderson and Mr. J. W. Smith visited the Waterloo plant last week. The thermometer hovered around 90 which was quite a contrast to the climate at East Walpole, according to Mr. Anderson.

Tush Fairchild, a member of the drum field crew, mistook the word "bearer" for Beaver and announced to "Pet" Gillespie, a fellow worker, that Mr. Beaver was sure getting a lot of asphalt. Consequently the new nickname for Tush is Flat Tail.

Enroute to Prescott several weeks ago, Bill Liechty turned his Ford over on a big wide curve. It happened that our superintendent Mr. A. T. Van Pelt was a passenger. It was the Super's maiden voyage. Liechty a veteran of many upsets survived the accident without a scratch. Mr. Van Pelt was not so fortunate as part of the acid from the battery spilled on the vital spot of his pants. As a result Van sat down on his visit in Prescott.

Chicago Mill and Office

Ray Wolf
R. Koerbel Smith

Gladys Davis
T. E. Oakes

Biggest Lie Of The Month

"Well, I've just had my vacation, and feel well rested."

There may not have been a great deal of resting done on the vacations at the Chicago office this year, but everyone of them was interesting.

Bob Brebach made an extensive trip through the East, stopping at East Walpole, going on up into Canada and many other places of interest along the line.

Marge Thompson spent her vacation at Saugatuck, as did Virginia Szukalla and Ann Kelly. Ann spent only one week at Saugatuck, the other on a week's cruise on the Great Lakes.

Mary Curran believes in seeing Chicago first and spent her vacation here. Lillian Knight was another who preferred her own city to travelling around the country.

Dick Johnson went to his folk's farm in Minnesota. Nothing like working on a farm to keep "in the pink."

Mahlon Parker went to Turkey Run.

Frieda Leonhardt spent her vacation at St. Joseph, Michigan. What did you say, Frieda, about every day seeming like Saturday night?

B. J. Overholt and H. A. Brandau, both heeded the suggestion to "go West young man, go West". They travelled through Colorado, etc. and also had the pleasure of visiting with Mr. Stafford, formerly of the Chicago office, while there.

Martin Thompson reported his itinerary as being Lake Geneva, Wis., Long Lake, Ill., Cedar Lake, Ind., and the high spots of Chicago.

Fred Meyer went to Muskegon, Michigan and Madison, Wisconsin and said "a good time was had by all."

Alice Corr spent several days at Lake Geneva, Wis. and the rest of the time at home. Ah—the luxuriousness of being able to sleep late in the morning.

Ida Mitchell went to visit relatives in Toledo, Ohio.

Del Lyndon says the impression left of her vacation was packing and unpacking suitcases. She made short trips from Chicago, staying at various places for a few days at a time.

Chuck White was also among those who went East this year. He and his wife went to visit their Alma Mater—Denison University—at Granville. They also went to East Walpole, New York City, Washington, D. C., Portland, Me. and various other places in the East.

Emmet Oakes reported a very enjoyable trip—also East—and judging from the pictures which he showed us taken on the trip—wonder how he was able to come back to earth when he returned. He stopped at Gordon, Wis., Canton, Ohio, Duluth, Atlantic City, New York City, and Philadelphia.

Norma Olson came back from the South (Pensacola, Fla.) calling people "Honey Chil'." She was much impressed with the hospitality and courtesy shown in that section of the country and told us of many interesting experiences—among which was the acquiring of a rattle from a rattlesnake.

Knock Knock

That may sound like a Ford to you, but we understand this "knock knock" craze is nothing new—it was originated by Paul Revere.

Nothing To Do With Walter Winchell

Ralph Wohlberg was recently added to the Credit Division, taking the place of Fred Meyer, who was returned to the Sales Department. Gain and Loss somehow always has to do with Credit work,—Gaining Ralph but losing Fred.

New Drink?

Who is the young man who used buttermilk in his coffee instead of cream?

Popularity:

Dick Johnson is still wondering who the secret admirer is who surprised him by placing a bouquet of "Landon Lillies" (nee sunflowers) on his desk recently in the elegant "Vahse" (Garboon to you).

Frank Massey

Tours the Country

MR. AND MRS. FRANK MASSEY and their two children spent their vacation this year touring the United States, and they certainly covered a large section of it in the short period of 17 days. They visited the Yellowstone National Park in Wyoming, Pike's Peak, Colorado and the Texas Centennial, covering 6,800 miles in 17 days. The trip took them through 22 different states and the greatest mileage in any one day was 590 miles.

In the Mid-West they passed by hundreds of dried up rivers in the drought area. At one point Frank tells us they crossed the Tennessee River three times within a few miles and paid 65c at each toll bridge. An interesting thing was the lack of paper money in the State of Wyoming; nearly everyone uses silver dollars entirely and Mr. Massey thought he would become permanently round shouldered carrying all the silver before he got out of the state. The picture on this page was taken by Frank in Yellowstone National Park. He took quite a number of pictures during the trip and had very excellent results.

A bear at Yellowstone National Park taken by Frank Massey, Paper Mill, on his recent trip to the Park.



Veterans' Service List

WE give below the names of those whose fifth, tenth, and fifteenth anniversaries fall during October and November and of those who complete twenty or more years' service during these months:

OCTOBER

		Years
John Dower	10- 1-1895	Maintenance 41
Chas. T. Derry	10-12-1897	Retired 39
H. L. Engley	10- 9-1901	Roofing Plant 35
Victor Purdy	10-12-1907	Maintenance 29
Alice Fales	10-28-1907	Office 29
Jerry Cullinane	10-10-1910	Maintenance 26
Nils Lindequist	10-11-1910	Flooring Plant 26
John Foley	10- 4-1911	Roofing Plant 25
Antonio Wosniak	10-11-1912	Flooring Plant 24
John P. Dolan	10-31-1912	Box Sales 24
Mary B. Foley	10-14-1913	Office 23
Michael Curran	10-19-1913	Flooring Plant 23
Ludwig Anderson	10-30-1913	Maintenance 23
Michael Uzdavins	10- 5-1915	Paper Mill 21
Julia Dolan	10-16-1916	Box Shop 20
Michael Damules	10-16-1916	Roofing Plant 20
Lawrence Doane	10-30-1916	Paper Mill 20
J. R. Maraist	10- 3-1921	Flooring Sales 15
Raymond C. Call	10- 6-1921	Roofing Plant 15
Ralph Hildreth	10- 1-1926	Flooring Plant 10
Joe Guertin	10- 4-1926	Roofing Plant 10
Ludovic Fournier	10- 7-1926	Flooring Plant 10
Joe Serratora	10-13-1926	Roofing Plant 10
Anthony Feeney	10-18-1926	Paper Mill 10
Robert Rodd, Jr.	10-18-1926	Office 10
James Porter	10-19-1926	Flooring Plant 10
Gordon Russell	10-21-1926	Flooring Plant 10
Francis Howe	10-25-1926	Finishing Mill 10
John L. Locke	10-25-1926	Box Shop 10
R. J. Holcomb	10- 1-1931	Flooring Sales 5
Gerald Sheehan	10-10-1931	Roofing Sales 5
Bruce Farrar	10-19-1931	Roofing Plant 5

Chicago

F. E. Dyess	10-20-1926	Roofing Sales 10
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Phillipsdale

Charles Smith	10- 6-1916	20
Tony Sousa	10- 9-1916	20

Canada

L. J. Paquet	10-20-1912	Pont Rouge 24
A. J. Lehouiller	10-21-1912	Pont Rouge 24

NOVEMBER

Marshall Grant	11-10-1894	Power & Steam 42
Ernest Stather	11-18-1901	Box Shop 35
Eric Johnson	11-20-1903	Finishing Mill 33
P. H. Bailey	11- 1-1904	Advisory Vice-president 32
Timothy Reardon	11-12-1907	Maintenance 29
Lewis Walter	11- 5-1908	Flooring Plant 28
Michael McDonagh	11- 6-1911	Paper Mill 25
Chas. J. Watson	11- 9-1912	Roofing Plant 24
Mike Sawkiewicz	11-20-1914	Finishing Mill 22
John Moylan	11- 6-1916	Paper Mill 20
Anton Blazir	11- 7-1916	Paper Mill 20
Florence Nichols	11-29-1921	Office 15
Patrick Greaney	11- 2-1926	Box Shop 10
Roland Forbes	11- 5-1926	Flooring Plant 10
Evan Ostrom	11- 8-1926	Flooring Plant 10
Fred W. Jakel	11- 5-1926	Flooring Sales 10
Otto Leonhardt	11- 8-1926	Roofing Plant 10
Amos Davidson	11-11-1926	Flooring Plant 10
Albert Whitmore	11-15-1926	Roofing Plant 10
Wm. J. Nelson	11- 2-1931	Roofing Sales 5

Phillipsdale

William Livingston	11- 4-1910	26
John B. Rogers	11- 1-1926	10

Canada

G. W. Pridmore	11-25-1926	Montreal, Office 10
P. Reid	11-15-1913	Montreal, Plant 23
A. Gingras	11-15-1921	Montreal, Plant 15
J. Bruneau	11-27-1921	Montreal, Plant 15
E. J. Petit	11- 4-1910	Pont Rouge 26
J. C. Lamothe	11-10-1910	Pont Rouge 26
A. J. Tessier	11- 1-1921	Portneuf 15
R. J. Piche	11-20-1926	Portneuf 10
G. Morton	11-19-1931	Portneuf 5
R. J. Langlois	11-30-1931	Portneuf 5

Suggestion Awards

AUGUST

THE following suggestions were classified as showing a Saving in Manufacturing Cost and given an award of \$10.00 each:

Tin Gutter at Soapstone Hopper FBPM-7—Ruel Fulton, FBPM
Drip Pans Under Slitter Guides on No. 2 Machine—Raymond Wolf, Chicago

The following suggestions were classified as of Intangible Value and given an award of \$5.00 each:

Reenforce Oven Clamp—Austin Allan, FFM
Change Angle Iron at Soapstone Hopper—Ruel Fulton, FBPM
Wrench for Slitters—Harold Hey, DPP
Gauge for Insul Bric Cap Sheets—Philip H. Holden, FBPM
Shoe Holder for Cranes—Carl Johnson, FFM
Adjustable Pulley at Belt on DFGM-2—Fred C. Jonah, DMP
Notification of Participants in Stop-Over Cars—Thomas E. Oakes, Chicago
Window in Ash Pit—Carmen Porazzo, FBR
Posts to Guard Passageway at Boiler Room Ladder—Carmen Porazzo, FBR
Change in Rack for Turtles in Plate Room—Girolamo Rignonesi, FXF
Moveable Crane Yoke Rest—Ira M. Treen, FFY
Lengthen Counter Arms FBPM No. 2—Edmund Wenstrom, FBM
New Hook Knife for FFFN—Hubert E. White, FFFN
Dual Clutch Control at Cutters—Joseph White, DPC

Harold Hey, Phillipsdale, was given an additional award of \$10.00 for five accepted suggestions.

SEPTEMBER

The following suggestions were classified as showing a Saving in Manufacturing Cost and given an award of \$10.00 each:

Screens in Art Blende Hoppers—Ben Cozzi, Chicago
Split Section of Conveyor for No. 2 Shingle Machine—William Cozzi, Chicago

The following suggestions were classified as of Intangible Value and given an award of \$5.00 each:

Metal Stop on Oven Clamp—Austin Allan, FFM
Cover for Soapstone Feed Slot—Joe Bartell, FBPM-7
New Stops for FXFM-12—Earl Boyden, FXF
Safety Stop for Pipes in Hangers—Archangelo Ciaccia, FFFN
Trap Door Over Save-All Sludge Pump—Michael Costello, DMW
Enlarge Over Flow Pans Under No. 2 Machine—Ben Cozzi, Chicago
Roll for Derrick—William Cozzi, Chicago
Guide Roll at Cap Sheet Rest on Insul-Bric Cutter—Federigo Federigi, FBPM3
Extension to No. 2 Clip Chute—William Kennedy, Chicago
New Way of Threading Paper in Top Pullrolls at FFFN—Tony Panesso, FFFN
Change Steam Blow Off Pipe—Robert Schorle, Chicago
Change Spillover Pipe on No. 2 Thick Butt Elevator—Herbert Schreiber, Chicago
Stationary Ladder and Platform at Target DMB2—Carl Smith, DMB
Shorten Handle on Slitter Rolls—Thomas Smith, FBPM-1
Additional Cut Out Knife for Art Bric Corners—Edward Stadt, Chicago
Better Method of Handling Die—Edmund Wenstrom, FBM

Three men were given additional awards for five accepted suggestions: Ben Cozzi, Chicago; Earl Boyden, FXF; and Carl Smith, DMB.

Acknowledgements

I wish to thank my friends in Bird & Son, inc., for the flowers and kind expressions of sympathy during our recent bereavement.

P. H. Mudgett.

Your kind expressions of sympathy are gratefully acknowledged and deeply appreciated.

John A. Anderson and family.

Your kind expressions of sympathy are gratefully acknowledged and deeply appreciated.

Mr. Curtis Boyden and Family.

Mr. Arthur Boyden and Family.

We wish to thank Bird & Son, inc. and our friends for their kind expressions of sympathy during our recent bereavement.

Robert Barss and family.

There are no free scholarships in the school of experience.



The Bird Club 1936 Baseball Team representing Bird & Son, inc. Back Row, left to right, John Maguire, Joseph Snelstor, Thomas Maguire, Ernest Oakes, Leo Coughlin. Front Row, Ralph Surette, William Murphy, Lili Petroni, George Bader, Ernest Zinkowsky.

Baseball

By Ernest W. Oakes

THE Season of 1936 is fast drawing to a close with only the series with Norwood remaining to be played. This will start Sunday, September 27 at Norwood. The Bird & Son team at the present writing has won 15 games, lost 10 and tied 2. While the record is not startling, it is still very good, especially as a new and inexperienced team represented Bird & Son this past season. The average age of the team was about 21 years, which is very low for a semi-pro team. Lili Petroni has been the team's only winning pitcher, winning 13 out of the 15 games won and losing only 3 of the games which he pitched. With the exception of two players, the team was made up entirely of men from our mill.

The Inter-Departmental League was won for the second successive year by the Roofing Mill, with the Main Mill a very close second. The two games lost by the Roofing Mill during the Season were lost to the Main Mill. George Abbott and Ernest Zinkowski were the big stars for the Roofers.

The final standing of the Inter-Departmental League for 1936 is as follows:

	Won	Lost	Percent
Roofing	8	2	.800
Main Mill	7	3	.700
Engineering	5	5	.500
Flooring	3	5	.375
Box Shop No. 1	2	6	.250
Box Shop No. 2	1	5	.167

Golf News

By K. G. Rouillard

AUGUST, the last month of league matches, saw the Eagles team come from behind in a steady march to finally overtake the Birdies in the last match played, thus ending the season with both teams deadlocked. The tie was played off as a featured part of the 36 hole, medal tournament at Walpole on September 12. However, the Birdies were not to be denied, as they beat the Eagles decisively, 20 points to 13, thus being crowned 1936 champions.

Of the twenty-eight active players in the league, twenty-six played in the tournament, teeing off about nine-thirty and playing up until six o'clock. Rain threatened all day to dampen the players but graciously held off until all the matches were completed.

After the tournament the players gathered at the Verne Inn in Norwood for dinner, and the awarding of prizes, as follows:

	Gross	H'c'p	Net
Low Gross—			
Ben Baranowski, FXG	179	44	135
Runner-up Gross—			
Wm. Lepon, FXC	185	44	141
Low Net—			
Floyd Robbins, RC	209	74	135
Runner-up Net—			
Kenneth Rouillard, PMN	189	54	135
One-put Greens—			
John Burke, PM	9		
Most Pars—			
Gareth Rouillard, DMB	8		
Most "Two's"—			
Charles Rafuse, EM	1		
Most "Three's"—			
Leo Bernier, PFN	3		
Most "Four's"—			
Dimon Merrill, RC	7		

Most "Five's"—	
Stuart Nickerson, PFN	17
Most "Nine's"—	
John Costello, FXG	3
Consolation—	
Herbert Schaier, RC	

Tennis Notes

By Frank Clem

ANOTHER tennis season is rapidly coming to a close although present plans and scheduled team matches will carry into October.

A very successful and interesting Francis William Bowl Tournament with 32 entries was won by John O'Kane who defeated Carl Clem in the finals 6-4, 3-6, 6-3. O'Kane displaces Al Kimball, 1935 Champion.

The Girls' Tournament was dropped because of lack of interest, most of the girls concentrating their efforts in golf.

At the present writing in the Inter-Departmental Doubles League, Stanley Phillips and Jack Taft are tied for first place, with Frank Clem and Kaino Paaanen. Each team has eight points, but the latter combination has one match to play and an opportunity to break up the tie.

In order to keep up tennis interest and become better acquainted with outside clubs and players, an open tournament was planned for September 19th and 20th. Players from Attleboro, North Attleboro, Wollaston, Quincy, West Medford and Newton were present. The tournament ended with Series of West Medford the winner over John O'Kane of East Walpole, 7-5, 6-0.

More matches for the tennis team are being arranged with North Attleboro, West Medford, North Quincy and Wollaston. An outstanding match of the day was the defeat of Al Kimball by the 54 year old veteran, Joslin, of North Attleboro.

Plans are being made to make this open tournament an annual affair.

Other team matches scheduled soon are two with Middleboro, for the second team, and a return match with the Hartford Lithuanian Group.

During the past month the second team lost to the Medway Tennis Club and won from the Norwood Civic. The first team dropped one to the Bellevue Country Club of Melrose and one to Loring Greenough of Jamaica Plain. A win was scored over the Hartford Lithuanian Group



BIRD PRODUCTS



Roofing Division

BIRD Shingles

Special 3 in 1 Thick Butt	3 in 1 Thick Butt	Super 3 in 1 Thick Butt
Weather-Tex Thick Butt	Custom Built	NEPONSET Twins Thick Butt
NEPONSET Double Twins	American Double Twins	Loc-Set Hex-Twins Individuals
Lock-Butt	BIRD Insulated Bric-Siding	Giant Individuals
Art Wall Siding	Bric-craft Siding	Weather-Tex Siding Art-Bric Siding

BIRD Roll Roofing

Paroid	Art-Hex	Mineral Surfaced	American Ready	Old Reliable
Universal	Mineralite	Waterdyke	Proslate Roofing,	Blind Nailed

BIRD Building Papers

NEPONSET Black	Saturated and Coated	Super Sheathing	Economy
Refrigerator Insulating	Reenforced Kraft Paper	Duplex Kraft	

BIRD Wallboard

NEPONSET Wallboard	American Wallboard	Art Craft Wallboard
NEPONSET Tileboard	American Wallboard, Green One Side	Poster Board

BIRD Specialties

BIRD Built-up Roof Materials	BIRD Deadening Felt	Tarred Felt	Asphalt Felt
	Plastic Cement	Roof Coating	

Flooring Division

BIRD NEPONSET Rugs and Floor Coverings, Armored with BAKELITE*

BIRD NEPONSET Rug Border

Economy Rugs	Economy Floor Coverings	Economy Hall Runner
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BIRD NEPONSET Hall Runner

BIRD Lining Felt	BIRD Saturated Felt	Rubberlike Matting
	BIRD CHROMALIN Floor Covering	
	Patterned Plain Jaspé	

Box Division

BIRD Solid Fibre and Corrugated Fibre Shipping Cases

BIRD-Fibre Wood Frame Shipping Cases

Carton Division

BIRD Shoe Cartons	NEPONSET Waterproof Paper Flower Pots
Tack and Screw Boxes	Plant Bands Plant Boxes

Special Paper Division

Index Pressboard	Socket Lining Paper	Rocket Paper
Dry and Waterproof Felt Papers for Special Purposes		
Industrial Filter Paper		
Innersole Board	Cloth Board	

BIRD & SON, inc.

Established 1795

EAST WALPOLE, MASS.

* Trade-mark of the Bakelite Corporation.



{List of Bird Products on Inside Back Cover}

BIRD'S *Neponset* REVIEW

*Planned and Edited
by the Employees of*

BIRD & SON
Incorporated
East Walpole, Mass.



EXECUTIVE OFFICES
MAIN PLANT ENTRANCE
EAST WALPOLE, MASS.

*Holiday
Number*



BIRD & SON, inc.

Established 1795



East Walpole, Massachusetts, U. S. A.

Paper Mills
East Walpole, Mass.
Phillipsdale, R. I.

Box Factories
East Walpole, Mass.

Flooring Plant
Norwood, Mass.

Roofing Plants
Norwood, Mass.
Chicago, Ill.

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Assistant Sales Manager, G. L. STUDLEY
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Superintendent Western Roofing Division, J. G. YOUNG
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Branch Offices

New York, Chicago

Warehouses

BALTIMORE, BROCKTON, BUFFALO, CINCINNATI, CHICAGO, DETROIT, EAST WALPOLE, KANSAS CITY, MINNEAPOLIS
NORWOOD, PHILADELPHIA, SAVANNAH, SOUTH KEARNY, ST. LOUIS



A Look To The Future

OUR business seems to be running along successfully and the organization is functioning smoothly. Let others speak of the details.

What about other things? "The tumult and the shouting dies." The election is over. Mr. Roosevelt has been returned with the backing of the biggest majority any President ever had. In spite of all of the dire predictions by the politicians on both sides, the sun still shines and things go on as usual and, since election, better than usual.

The present prosperity may be fictitious but most people don't think so. We may never be able to pay the cost of our experiments but few of us are worrying about it. Through experiment, trial and error, I believe that we are going to find policies that will bring "the greatest good to the greatest number" and we will give up those that prove themselves false or unworkable.

The old virtues of honest labor, thrift, ingenuity and initiative are still here. This country wasn't built up on any theory of scarcity and high prices. It was built up by large production, bringing low costs and therefore increased use of our own products of industry and agriculture.

The challenge is here for each one of us to do his part in a big co-operative effort; to help work out, without prejudice, the fairest and the most satisfactory plans for all concerned.

Best Wishes for A Happy and Prosperous New Year.

Philip R. Allen

Chairman of the Board.



Recovery Reflected In Our Business

THE year 1936 has witnessed a rising tide of recovery sweep over the country and this advance has been reflected in every department of our business. We expect 1937 to be an even better year and approach it confident in the belief that we will do a better job of manufacture and distribution and resolved that we will remain steadfast to those principles of good business which have been the bulwark of this concern for so many years.

The spirit of this organization has been a constant source of satisfaction throughout the year. Problems which arose were accepted and solved with that fine spirit of sympathetic understanding which has always been present in this business. The organization has done a fine job.

We realize that our country has grown great by constantly multiplying comforts and conveniences, by constantly seeking new and better products and ways of doing things, and by constantly striving to turn more and more of the rich resources of this nation into human benefits. This progress, which we call the progress of the Nation, has been in reality the progress of agriculture and the progress of a multitude of industries, small and large, of which this business is a component part. In playing our part, we have added new products, improved and simplified processes, replaced and added to plant equipment and simplified and improved the means of distribution. The policy of this business has always called for enterprise, research and development and we are constantly working upon this progressive program.

The Plant Councils have been of great assistance this year. We appreciate the frank manner in which the members have set forth their views and their willingness to consider without prejudice both sides of a question. It is another evidence of the spirit which pervades this business.

This seems a fitting place in which we may express our appreciation of the very many pleasant contacts we have with wholesalers, dealers and manufacturers, and their able co-operation in many of our problems. We hope this and many succeeding years will prove as mutually profitable as our relationships have been pleasant.

My very best wishes for all of you.

A cursive signature in green ink that reads "Benjamin H. Roberts". The signature is fluid and stylized, with a large initial 'B' and 'R'.

President.

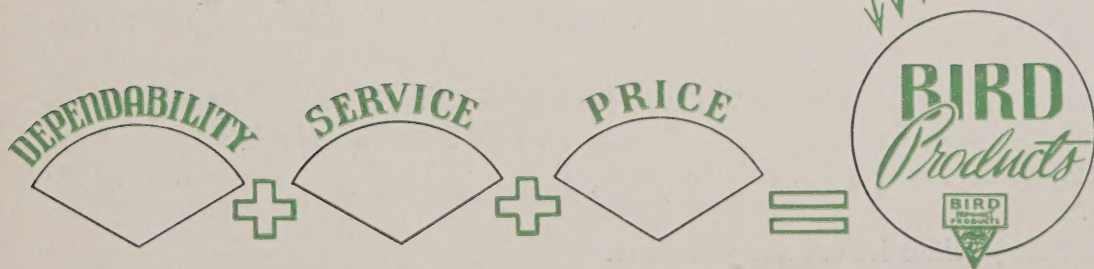
An Invitation to **INCREASED BUSINESS INCREASED PROFITS**

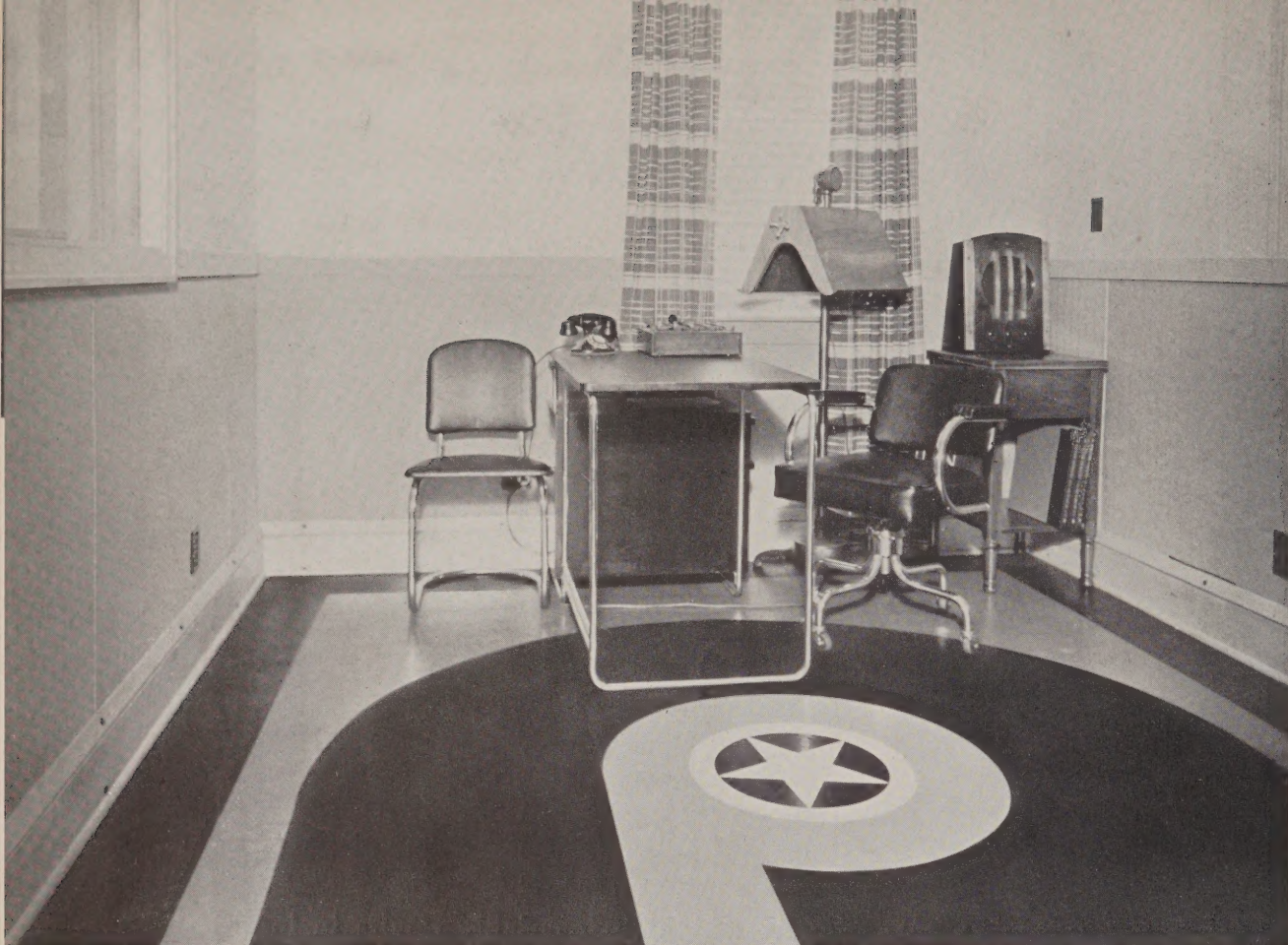
THERE is a simple formula, the use of which invariably results in increased volume and profit. It is commonly called **MERCHANDISING**. Merchandising is not a vague term to define a vague idea, but is essentially a simple story.

It signifies the combining of the three primary aims of a good business in logical and balanced proportions. Merchandising then is a composite of dependability in product, completeness of service and correctness of price.

You have all heard of the farmer who, when times were dull, fed his horse some sawdust with the hay. Each day he increased the ratio of sawdust and cut down the hay. Soon the diet was all sawdust. This was all very fine—it looked like a better proposition for less money—but the horse died. Far fetched possibly, but a good illustration of the consequences of improper merchandising.

Bird Products offer the balanced formula of dependability, service and price which will increase the business and profits of every aggressive distributor.





Smart Chromalin Custom Built Floor in a Studio at Radio Station WMIN, St. Paul, Minnesota.

Dependability



In offering our balanced formula of dependability, service and price, we place dependability first, whether the product be a shingle, a rug, a fibre shipping case or a shoe carton. The BIRD label on it is our guarantee of its dependability.

Specifically, we mean that a thing of dependability is:

1. A product that offers its users more dollar value than any other similar or imitative product.
2. A product that is not only correct in style and design, but that also possesses in full measure the less apparent but most essential qualities of good material and good workmanship, making it a distinctive product in which the buyer can take real pride.
3. A product that justifies its use and purchase.



Top — The Zion Lutheran Church near Baltimore, Maryland with its new and fine looking application of Bird Insulated Bric Siding.
Bottom — Attractive home in Milwaukee with a beautiful Bird Custom Built Roof.

4. A product that lives up to every promise of its maker.
5. A product that exacts from its users neither the penalty of cheapness nor the price of excessive cost.

Bird Thick Butt Shingles, Art Bric Siding, Custom-Built Shingles, Weather-Tex Shingles and Sidings, Neponset Rugs and Floor Coverings Armored with BAKELITE, Bird Solid Fibre and Corrugated Fibre Shipping Cases, Bird-Fibre Wood Frame Shipping Cases, Bird Shoe Cartons, Industrial Filter Paper and Cartridge Paper—all these and many more are products of real dependability.

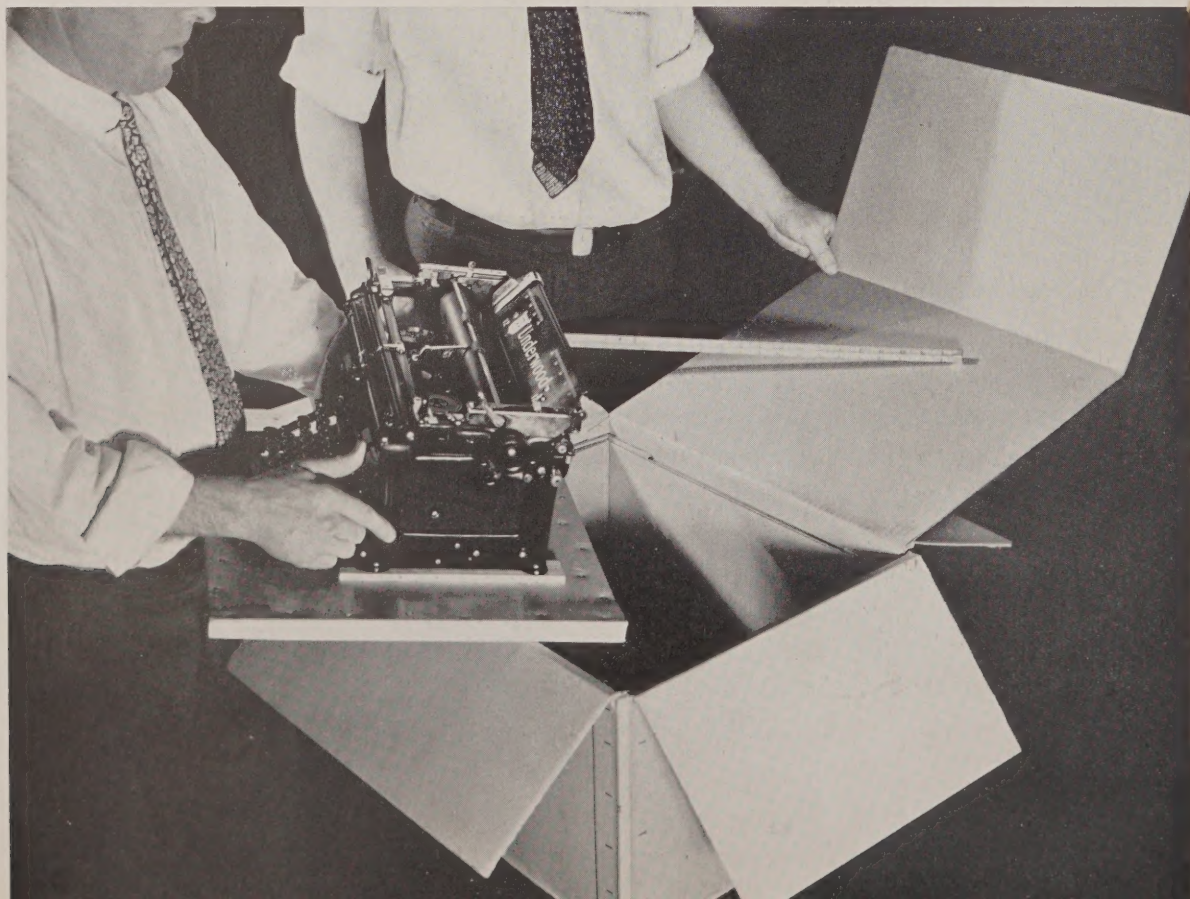
Service



Service builds profitable business. Good intentions are not sufficient; definite results must be accomplished. Developed upon these premises are the Bird service organizations for package engineering and shoe carton set-up. When put to a rigid test, these organizations stand upon their own particular merits.

Bird Package Engineering insures the right shipping container for the safe transportation of merchandise. Bird Package Engineers are schooled to understand your problems, and accurately advise you, whether you want a container for shipping apples, fragile glassware, canned goods, mattresses, or a special Bird-Fibre Wood Frame case for blankets or refrigerators. They will study every angle of your problem, design a container which will meet the requirements, put it through a severe test before submitting it to you for approval. When you receive it, you may be sure it will do the job you want—that is service.

Bird Fibre Cases are designed to meet specific requirements





The service offered through our unique method of distributing Bird Shoe Cartons is so well known that it is an old story to most shoe manufacturers.

The story may be old, but the service has become invaluable. To some manufacturers it means quality cartons shipped flat (and therefore at a minimum delivery cost) ready to be set up inexpensively by the manufacturers in their own plants on machines furnished by Bird & Son. To many chain stores and mail order houses it means cartons of uniform quality obtained through conveniently located set up stations so that shoes can be sold from Maine to California in identical cartons, all made at our East Walpole plant. This is service, fully endorsed by such concerns as J. F. McElwain, makers of Thom McAn Shoes, Edison Bros. and the Wohl Shoe Co., both of St. Louis, Sears Ward, and many others, or small.

The distribution of Floor-through more usual channels. sion have been carefully ated to give you the maxi-cost.



Roebuck & Co., Montgomery whether their volume be large

ing and Roofing products is The plans for each sales divi-studied, and are being oper-mum service at a minimum

But service includes more than mere distribution; it includes every office and sales department and every process of manufacture. It is a matter of cooperation all along the line.

This is the Bird quality of service which delivers the goods you want at the time you want them. Such service is essential, and second only to the dependability of the product itself.





GLARING newspaper headlines, flashy display cards with rock bottom prices in bright red ink, scores of customers pushing, jostling, almost fighting for tempting bargains—are these the things that “price” really means? We think not.

The right price for any article is that price which allows both the manufacturer and the dealer a fair margin of profit and at the same time gives the consumer full value for his money. A so called “bargain” price is never a right price—it is a sign that something is wrong, either in the style or the quality of the product or in the method of merchandising it.

Bird Products are made to sell at a price that is right. Their quality and style are carefully designed to give each purchaser maximum value at the same time allowing both our dealers and ourselves that fair margin of profit without which neither of us could long continue in business. When value and price are in proper balance the sales problem is always easy. The purchaser of today has lost his depression craze for “bargain” prices, which really meant goods of inferior quality. He is looking today for goods of lasting quality and is ready and eager to pay a *fair* price for them.

Increased sales and increased profits come to the distributor who recognizes the vital importance of correct prices. There are all kinds of methods to determine at what level an article should be priced, but the sound way—the way of good merchandising—is to price each article in proper balance to its dependability and the service offered with it. A balanced formula is the key to increased profits.



Loading Filter Paper at our Shipping Platform. It was from this platform that we shipped between ten and twelve tons of paper during the flood disaster last Spring.

The Test of Dependability

In restoring power and light to crippled cities during the great floods last Spring, Bird service played a vital role. It is a story worth telling.

After the first flood warnings, our Special Papers organization built up complete stocks of Bird Filter Paper, which is used to filter water and impurities from transformer oil. When the floods came, submerging thousands of transformers and putting them out of commission, crippled power companies from all over New England called or wired for immediate deliveries of this essential paper. Entire cities and towns were handicapped until transformers could be put back into operation.

By special trucks and by private cars, shipments of this valuable Filter Paper were rushed to stricken areas, restoring power to dozens of important centers twenty-four to forty-eight hours sooner than would have been possible if we had not been prepared.

In this great emergency, Bird service and dependability stood the test. They stand the test equally well in everyday transactions, and combined with a price that is right, they constitute the essential formula for increased and profitable business.

Good merchandising cannot exist unless the three elements of dependability, service and price are in proper balance. Bird merchandising policies are checked by these three standards, and retained only when they meet all three requirements.

Merchandising is merely a means to an end—a tool. Good merchandising brings increasing turnover and greater profits. Bird & Son continuously strives to place this tool in your hands.

BIRD'S NEPONSET REVIEW

Vol. XXIV December, 1936 No. 6

Published by the Employees of Bird & Son, inc.
In the Interests of the Company and Its
Workers

For the Promotion of
Good Service Good Business
Good Will

Mills: East Walpole and Norwood, Mass.
Phillipsdale, R. I.; Chicago, Ill.

Advisory Board

P. H. Bailey R. C. Floyd
C. W. Conrad B. D. Rogers
Editor Circulation Manager
E. M. Grout A. S. Blaney
Printing Foreman, F. R. Meyer

Merry Christmas and A Happy New Year

New Vacation Policy

At a meeting of the Supervisory Group on Monday, November 2, President B. H. Roberts announced a new policy in vacation regulations for wage earners, giving one week's vacation with pay to every employee working on an hourly or piece-work basis who has been in our employ continuously for two years, and two weeks' vacation with pay to all such workers who have been in our employ for five or more years. This means that beginning in 1937 more than 85 per cent of our entire organization will be enjoying at least one week of vacation with pay each year.

The policy as read by Mr. Roberts and as posted later on the Bulletin Boards is as follows, "Effective January 1, 1937 any employee working on an hourly or piece-work basis who has been in the employ of Bird & Son, inc. continuously for two years, will receive one week's vacation with pay each year. Any employee working on an hourly or piece-work basis who has been in the employ of Bird & Son, inc. continuously for five years will receive two weeks vacation with pay each year, the rate of pay in each case being computed upon the hourly rate of the individual at the vacation date, and based upon a normal week of forty hours".

Co-operation Essential

Mr. Roberts went on to explain that because of varying conditions in our different Plants and Departments, it would be necessary to carry out this plan with a great deal of flexibility to avoid conflict with rush periods, and to maintain as nearly as possible the normal schedule in each department. Mr. Roberts asked the full cooperation of all workers, not only in working out this plan but also in working efficiently so that this vacation policy may be successfully continued.

Our first vacation policy for workers on an hourly basis was established in 1924 when we started the plan of allowing one week's vacation to all workers with continuous service of ten years or more. At that time we were one of the few New England companies to establish such a plan for mill workers, and now this new and more liberal vacation policy again puts us in the lead, not only among New England concerns but the country over.

Bird Club Runs Informal Dance

OPENING the Club's entertainment activities for the season, more than one hundred Bird Club members and guests enjoyed the first of a series of dances on Friday night, November 13 in Bird Hall.

Music was furnished by Walter Hartig and his orchestra. While it is hoped and expected that the attendance at future dances will be much larger, the Committee is well pleased with the response at this first party.

It is the plan now to run a number of the dances during the winter, defraying the expense as far as possible by a small admission charge. Expenses were not cleared at the November dance, but without doubt a better showing will be made with a large attendance at the next dance.

Those who attended this one had a fine time; those who did not will want to plan to be at the next one.

* * *

While definite plans have not yet been made, the Entertainment Committee has recently announced that its program for the year will include a snow train excursion during Mid-Winter to some point in New Hamp-

shire, and a Musical Comedy and Dance in the early Spring.

"I Believe---"

I believe in the goods I am selling; in the firm I am working for, and in my ability to get "results."

I believe in working, not waiting; in laughing, not weeping; in boosting, not knocking, and the pleasure of selling goods.

I believe that a man gets what he goes after; that one order today is worth two orders tomorrow, and no man is down-and-out until he has lost faith in himself.

I believe in today and the work I am doing, tomorrow and the work I hope to do, and in the sure reward the future holds.

I believe in courtesy, in kindness, in generosity, in good cheer, in friendship and honest competition.

I believe there is business somewhere for the man who is ready to work for it.

I believe I am ready right now!

—Camden (Maine) Herald.

Deaths of Two Long Service Workers

WE are sorry to learn of the recent deaths of two Bird & Son workers, Wincente Daukewicz of the Cutting and Sorting Department and Tony Nenartowicz of the No. 1 Box Shop Shipping Department.

Mr. Daukewicz was stricken with a shock shortly after getting home from work on October 2, and died that same night. He began work with Bird & Son twenty-three years ago and had always worked in the same department, where he was known as a very faithful worker. He leaves a wife and four children.

Mr. Nenartowicz also died suddenly, on November 16. He was at work in the morning, but because he did not feel well went home in the afternoon. He was stricken with a shock that evening and died within a few hours. He came to Bird & Son in 1915 as a shipper at our East Walpole mills, and always remained on that work at the No. 1 Box Shop Building. He had served faithfully as a gang boss since 1919. He is survived by his wife and four children.

We extend our sympathy to the families of both these workers.

Hospital Notes

The Greatest of All Machines

THE *Reader's Digest*, in a recent article, put up the following argument about bodies—human ones.

No machine has ever been constructed that is as perfect as man himself.

Heart? No pump as perfect. If the boss treats it right it stays on the job more than 600,000 hours, makes 4,320 strokes and pumps 15 gallons per hour—without ever a miss.

Nervous system? There is no telegraphic system anywhere that is equal to it.

Voice and ears? Better than any radio ever built.

Eyes? No camera can touch them for photographic efficiency.

Nose, lungs and skin? There isn't a ventilating plant as wonderful anywhere outside human bodies.

Spinal cord? Can't be beat by the most complete electrical switchboard for giving instantaneous warnings and reactions.

Is such a marvelous mechanism worthy of the highest respect and the best care?

Yet, for many of us, lack of physical care and a careless mental attitude hastens the day when these machines will be towed to the garage for the last time, never to operate again.

—Industrial Supervisor.

Many Bird Club Educational Activities

IN addition to First Aid Activities, which are now under the sponsorship of a separate committee, six classes are now being conducted under the auspices of the Bird Club Educational Committee, showing greater activity than ever before in this line.

Fifty club members are enrolled in a lecture course on "Personal Problems and Work Efficiency" conducted by Harry Newton Clarke, and meeting once a month for eight months in the East Walpole Brigade Room from 4:00 to 5:30. The material of

this course is entirely new, and its success is assured by the fine leadership of Mr. Clarke who has already conducted two very successful courses here during previous seasons.

Meeting on Tuesday nights in the Conference Room of the Triangle Building, is a class in beginners' and intermediate French conducted by Mme. S. Souverain. Twelve Bird Club Members are enrolled.

On the same night each week a Knitting Class conducted by Miss J. Downey meets in the Girls' Lunch Room, and has an enrollment of thirty-five members. This course will continue for ten weeks.

Also under the auspices of the Bird Club Educational Committee, announcement has just been made of three courses of instruction open to all employees of Bird & Son, inc. to be given without charge on Monday evenings from 7:00 to 9:00 o'clock. The two courses being offered for girls only are—

1. Ediphone Transcription and Electromatic Typewriter operation. There will be ten meetings in this course, and the class membership will be limited to eight so that each individual member may have proper equipment with which to work.

2. Tabulating Machine operation, IBM Punch Operators. This course

will have ten meetings and will give full instruction in the use of these machines. Class membership is limited to five.

The third course is in the use of the Monroe Calculator and will last for about four sessions. Membership is limited to ten people.

The course in Ediphone Transcription and Typewriting will be taught by Miss Wadleigh of the Stenographic Department, the Tabulating Machine course by Lambert Anderson of the Statistical Department, and the course in the use of the Monroe Calculator by an instructor from the Company in Boston.

Notices regarding these courses have already been posted on our Bulletin Boards, and without a doubt all the classes will be well started by the time this issue appears.

In addition to these classes, the Educational Committee is also recommending to Bird Club Members a number of courses in vocational education being taught at the Lewis Day School in Norwood. Courses here are offered in such subjects as Block Printing, Drawing, Modeling, Painting, Pottery and Public Speaking, and a number of Bird Club members have already joined classes at this school.

Board of Directors of Bird & Son, inc. Front row — Philip H. Bailey, Philip R. Allen, Chairman of the Board, Benjamin H. Roberts, President, Elmer H. Bartlett, George C. Lee, Charles S. Bird, Jr., Vice-Chairman of the Board. Second Row — Allen H. Russell, Frederick H. Hird, Axel H. Anderson, Secretary and Treasurer, Charles W. Conrad, John R. Macomber, H. Eugene Sawyer, Jr. Back Row — Benjamin D. Rogers, Richard C. Floyd, Edwin M. Lines.



Notes From Plants and Offices

Main Office and Sales

Alice Clem
Eleanor Badger
Sabina Costello
Leo Salonen

Margaret Crane
Dorothy McEleney
Helen Curran
Sophie Eppich

Ruth Milliken

Charlie Sumner has broken ground for his new home on Washington Street, Walpole, and he says that if anyone wants to saw wood, or wants a job, please report there on Saturdays and Sundays. Your services will be put to use.

Best news of the month: J. B. Blandford, Roofing representative in South Carolina is the proud father of a fine 8 pound 4 ounce baby boy born November 2nd.

Anna Roundy, Credit Department, spent Armistice Day and the remainder of that week in New York City, seeing the sights.

We extend a cordial welcome to Miss Mary Holmes who is a new member of the Stenographic Department.

A group of girls from the Box Sales Department enjoyed a week end trip to Montreal, but even travelling has its hardships. Such awful things can happen to one's baggage! Ask Nellie Patinsky about hers.

The messenger boys from the office request that the messenger boys from the Norwood plants return to them the pant clip. It seems that "Red" MacLeod has had one too many accidents from getting his pant leg caught in the chain of the bicycle.

Dorothy Allen made her first visit to the big city recently and she tells us she was positively thrilled.

We are all rooting for Harry Hamilton, former Roofing Sales Correspondent, who is now in the Roofing business in Charleston, West Virginia. Good luck, Harry.

Dimon Merrill has just returned from a business trip which took him out to Texas, Kansas, Colorado and quite a few of the southwestern states, coming home by way of Chicago.

We understand Clarence Morse for financial reasons was not wholly pleased with the outcome of the recent national election.

Flash—

Philip Hutchinson and Leo Kelley now believe the roller skating floor is harder than ice. Duke Geraghty should know.

Mary Stone recently spent a week of her vacation in Lehigh, Pennsylvania, with friends.

Our sympathy is extended to Louise McFarland, Purchasing Department, whose father passed away last month.

Paper Mills

John E. Curran
Herbert Badger
Herman Nordstrom
Fred Jonah
Mario Boragine

Frank Murphy
Edward Geraghty
Charles Rafuse
Sophie Novick
Mary Driscoll

Herbert Badger and his wife were given a surprise party at their son's home on the occasion of their silver wedding anniversary on October 25.

Question

What blond young man spends half his noon hour looking into the telephone exchange when a certain operator is at the controls? Is that all you have to do, Paul?

We extend our sympathy to the family of

Wincente Daukewicz who died suddenly on October 1.

Our sincere sympathy is extended to Thomas Burns of the Stock Transfer Department whose mother passed away recently.

John McLennan is still smoking pre-election cigars.

Librarian—"It's almost closing time. Is there anything you would like to take out?" John Wozniak (suddenly coming to)—"Yes, that brunette in the brown suit."

A Quartette

Congratulations are in order for Salvatore DelSignore who became the father of a son born October 8. That completes a male quartette for Salvi. Yes indeed—four boys in a row.

Will someone please explain to Jack Countway all about the Social Security Act?

We extend our sympathy to Jack Burhoe of the Boiler Room in the recent death of his mother.

Phillipsdale, R. I., Mill

Rexford H. Salisbury
David S. Lowry

John H. Nolan
Leslie E. Howard

Congratulations are in order for Jimmie Blessing. We have just found out that he was married during his vacation.

The new broadcasting station of WEAN, which is in a lot next door to us, has been practically finished and will be in operation by the first of the year.

Helge Holter reports the first radiator freeze-up of the season. He now has a new radiator to last him all through the winter.

Willie Banks is looking forward to warmer weather. He is spending all of his spare time, and will during the winter, building his new summer home at Green Hill.

Our delegates to the recent National Safety Council Convention at Atlantic City, proudly exhibiting the trophy which our Phillipsdale Plant has won for the second successive year because of its fine safety record. Left to right—Frank W. Fisher, Safety Inspector, John Rogers, Phillipsdale Mill, Thomas G. Henderson, Phillipsdale Superintendent, and Benjamin D. Rogers, Director of Personnel.



We are led to understand that Walter Gill knows his flat fish. He brought home forty of them in a recent day's trip.

Dudley Perry has given us a new recipe for apple pie. He says you can get the same result by soaking crackers in vinegar for twenty-four hours and serving in a piecrust.

We are told that two young men named Tim and Eddie had an experience in Attleboro after a Hallowe'en party. We haven't quite got this story straight but we hope someone will see that these young boys don't go astray too soon.

Mary's little lamb has nothing on Buster Salisbury's dog. Buster's dog not only follows him to work but sings to him for half an hour outside the mill after Buster has left him.

Box Factories No. 1 Box Shop

John P. Walsh
Amelia Galgauskas

John Phelan
Helen Sironko

Earl Boyden

Benny Baranowski spent his week's vacation "dear" hunting in Maine.

We welcome Lucy Troiano to the Box Shop and hope she enjoys working with us.

After a few more lessons in roller skating Hannah O'Day will be able to consider herself a professional.

Incidentally, roller skating has become quite an art for Domenica Lipinsky.

Joseph Lestan is studying voice at the Conservatory of Music.

A Prediction

With the coming of the New Year we expect to see some of the eligible bachelors in the Corrugated Department with romances well on their way.

Charles Desmond has been seen window



Pigs? No. Puppies? No. Potatoes, yes, all five of them raised by Michael McDonagh in his garden last Summer. Mike is night foreman on our paper machines.

shopping at the different jewelry stores. Thinking of buying "The Ring," Charlie?

John Barrett has acquired a 1934 Chevrolet. Jimmy Ellis has turned in his straight eight(?) for a smaller and more dependable car.

Gus Hogan decided that it was time to get a car that could complete the trip to and from work without stopping, so now he has a new Plymouth.

Have you seen 'em

Jim Sabatis blossomed forth recently with a new pair of red pants.

Congratulations to John Joslin. It is a boy!

No. 2 Box Shop

Mary Bellew
Josephine Rose
Edward Borhwell

Alice Brady
Alma Walsh
Rose Ruggiero

Frank Eisenbauer

Ann Sword had a very enjoyable trip to Bermuda.

John Sigmund has returned to work after a vacation spent hunting in Maine. Luck wasn't with John this year. He had four rainy days, and his hunting dog was drowned in a swamp.

We wonder how Frank LaCivita likes having a chauffeur. Speed doesn't pay, Frank. Better stick to 10 miles an hour from now on.

Roofing Mill and Office

George Lane
Stanley Phillips

John White
Charles Norton

Edward Hiller

The annual hunting season is in full swing with Mike Baranowski and Bill Sebel leading the parade. Here's hoping they bring home something.

Congratulations to Frank Flemming on the arrival of a daughter.

Was he surprised!

Fires are usually serious things. But the recent "flash" at No. 5 saturation pan was extinguished with a minimum of damage and it had its funny side too. When Ernest Woods heard the mill alarm and saw the reflection of the flames on his bedroom wall, he dashed to the window and stuck his head out—right

through the screen! He was still picking pieces of screen out of his neck a week later.

If you see about fifteen young men with white sweaters and monograms don't mistake them for college boys. They are the players of the Champion Roofing Mill Baseball team on parade. We hear they are going to try to make it a triple next year.

Congratulations are in order to Nick Radzwill on his marriage which took place recently.

The annual drive on "take-a-chance-on-a-turkey" is here again.

Flooring Mill and Office

Tom Rogers
Angelo Macchi

Thomas Paquette
Laurence Gammell

John S. Smith

Congratulations

Sunday, October 18 goes down as a red letter day for the Flooring Plant. That's the day that Joe Lokitis, Maintenance Department, became the father of triplets. Joe has now become almost as famous as Mr. Dionne. CONGRATULATIONS, Joe, in capital letters!

We welcome to the Print Machines Russell Springer, David Healey and Luigi Carpentieri.

Luke Thompson has moved from his summer home in Wrentham back to Norwood.

Mike McColgan is the proud father of a 10-lb. baby boy, Paul Francis born October 11.

We were sorry to learn of the death of Phillip Muehlberger's mother last month in West Roxbury. We extend him our deepest sympathy.

Al DiMarzo spent Columbus day in New York City. He says it is a swell town.

Sam Steele traded his V-8 for a Chrysler straight 8. Sam says his new car can do more than 100 miles per hour. Watch out, Sam.

George Johnson, Nelson Phillips, "Happy" Davis, Clarence Phillips and Louis Colburn spent a week in Maine deer hunting. Nelson Phillips shot a 275 pound deer and George Johnson got one weighing 175 pounds.

Jim Hennessey wants to know if Marion Kissell has shot any wooden ducks with his new shot gun.

We extend our sincere sympathy to Michael and Thomas McColgan whose mother recently passed away.

This unusual picture of a young chieftain dancing on the Indian Reservation at Montreal was taken by Miss Anna Roundy of the Credit Department on her visit there this summer.



Virginia O'Brien and Gladys Davis of the Chicago Office with two of their friends. Gladys informs us that this group went swimming last winter, improving their strokes to such an extent that they participated in the Olympics—almost.

Chicago Mill and Office

Ray Wolf
R. Koerbel Smith

Gladys Davis
T. E. Oakes

Henry Warner is a proud dad—a baby girl. The Bird Bowling team is going great guns.

Here are the bowlers: John Matcha, Oscar Bowman, Harold Altman, Ray Wolf and Jonas Johnson.

Harry Goudie had a bad accident in his car but is back to work again fully recovered.

The change in vacation policy was very good news and the men certainly appreciate the action of the management.

"Pat" (Patricia) Sullivan was initiated to the Bird "Weighing In" organization recently.

Bernie Van Brussels announced his marriage recently to Miss Josephine Strobe.

Things are getting brighter day by day as the new aluminum paint job in the plant progresses.

We are glad to welcome back our unfortunate friend Pete Wilmsen, engineer, who sustained bad burns in an accident some time ago.

Pet Wagner, Sr. has black-balled a certain store for selling him that \$1.00 cap which shrunk to a mere size 5 when he was caught in the rain on the way home from his purchase.



Flooring Plant Council Members at their first session following the election of the new Council in October. Back row, left to right — John Macchi, Arthur Wise, Michael McColgan, Joel Tammelin, Austin Quackenbush, Walter Wallis, Michael Shergals, Ralph Wight, Kaino Paajanen. Front row — Sidney Taylor, Raymond Sadler, Nelson Phillips, Stuart Nickerson, George Wood, Leo Bernier, Frank Sutherland and Benjamin Rogers.

Ping Pong Notes

By Kaino Paajanen

OUR Bird Club teams playing in the Norfolk Ping Pong Association are making a good showing. The Chromalin team has won all of its matches and is second in the league standing.

The Neponset team is fourth in the league standing. Results of matches to date are:

Chromalin team—Captain Victor Babel—Defeated Oakdale 8 to 2, defeated Neponset 7 to 3, and defeated Centre 6 to 4.

Neponset team—Captain Roy Young—Lost to Centre, 3 to 7, lost to Chromalin 3 to 7, defeated Oakdale 7 to 3.

First Aid

By Frank Eisenhauer

FOR the first time this year First Aid has been designated as a separate unit to function along with the other Bird Club activities.

At the present time about twenty enthusiastic First Aid men are planning to form a club, which will meet once a month to discuss First Aid problems and practice First Aid. Plans are now underway to organize such a club, and within a year we hope to produce one or two good First Aid teams to compete in contests with teams from other Plants.

In January an advanced class in First Aid will be started by Mr. George Johnson of the American Red Cross, for the members of this Club. This will be the first advanced course

to be held at our Plant.

Before this issue goes to press we hope to sign up a number of additional men who already have taken the standard First Aid course.

The Committee in charge of all First Aid activities for the year is as follows — Frank Eisenhauer, Chairman, Betheo Chandler, Paul Hunt.

The Committee hopes that all who are interested in First Aid will register immediately. Further suggestions are welcome. This promises to be a very active and profitable year for every member of the First Aid Club.

Men's Glee Club Organized

TO the strains of Romberg's "Stout-Hearted Men," more than sixty "stout-hearted" Bird Club members sang in the first rehearsal of the Bird Club Men's Glee Club, held in the Girls' Club Room on November 16.

At the conclusion of a fine rehearsal, which showed beyond a doubt that we had the makings of a real chorus, fifty-four singers signed cards indicating that they would join the Glee Club and attend rehearsals regularly.

Mr. Henry Jackson Warren of Boston has been engaged as Director and certainly showed in one short rehearsal that he knows what music is about and that he can teach others how to sing and make them like it.

Because of the enthusiasm of those at the first rehearsal, the Committee is going ahead with plans for the season, and expects that an even larger group will be rehearsing regu-

larly and making good progress by the time this *Review* appears.

With the Soccer Team

By John H. White

OUR Soccer team to date has played six Boston and District league games. In five of these we have played short-handed and met the best teams in the circuit.

The final results show that we won three and lost three, winning from the Somerville S. C. 3 to 1, the Peabody S. C. 6 to 3, and the Revere Corinthians 3 to 0. Our defeats were to the British Americans at Quincy 2 to 0 and the same team at East Walpole, 2 to 1, and Soa Miguel at Cambridge 7 to 2.

We were considerably strengthened in our weakness by the inclusion of our All-American Tom Florie of the professional major American League with Providence, New Bedford Brooklyn last year. Jack Smith is back and also a real power.

We have entered the State Championship Cup series, and these games will probably have started by the time this is published.

Eating ice cream seems to be a very serious business to Erich Gach and Marshall Meyer at Chicago, but it must have been a real pleasure, for the temperature on this day was 102.



Bowling News

By Robert Rodd, Jr.

THE Bowling season has started with somewhat of a bang, for though but two weeks of play have been completed at this writing, marks have been set that are plenty high to shoot at during the rest of the season.

For the three string total, the Paper Machines turned in 1450. For the team single string total, 500 has been broken five times, the highest of which is 516 turned in by Shoe Cartons.

For the individual highs, all honors go to Guy Hoyt of Shoe Cartons who hit 344 for the three-string total, 139 for the single-string, and who averages for the two matches 105.3. Others whose averages for six strings are over a hundred are: Howard White, bowling with DMP, 104.4; Charles Malouf, Granule, 101; and Tom Smith, Roofing Machines, 100.3.

The season has started for the girls also, and although there are no records to be reported yet, interest seems to be running higher than last year, and it promises to be a good season.

"Work"

MY son, remember you have to work. Whether you handle pick or wheel barrow or a set of books, dig ditches or edit a newspaper, ring an auction bell or write funny things, you must work.

Don't be afraid of killing yourself by overworking on the sunny side of thirty. Men die sometimes, but it is because they quit at nine p. m. and don't go home until two a. m. It's the intervals that kill, my son.

The work gives you appetite for your meals; it lends solidity to your slumber; it gives you a perfect appreciation of a holiday. So find out what you want to be and do.

Take off your coat and make dust in the world. The busier you are, the less harm you are apt to get into, the sweeter will be your sleep, the brighter your holidays, and the better satisfied the whole world will be with you.—From Ripco Ripples.

Suggestion Awards

OCTOBER

THE following suggestions were classified as of Intangible Value and given an award of \$5.00 each:

Special Safety Guard on Back End of #3 Hanger Drive Chain—William Cherry, FFN
Extra Guide Roll in FXCM1 Glue Section—John Cooke, FXC
Change Collar of Winding Shaft on Slitter #DFGM-2—Leslie FitzSimmons, DF
Jogger on American Screw Machine #32—Frank J. LaCivita, FXB
Number Inside of Trucks—George Lane, FBV
Method of Issuing Quantity Discount Credits—Thomas E. Oakes, Chicago Sales
Steps at Friction Drum—Tony Pratasius, FBPM5
Improved Wrench at FBPM5—Tony Pratasius, FBPM5
Block and Tackle over Shaker Screens—Roland Rafuse, FFP
Standard Size Molding Strip for All Display Boards—Win Schaier, FBN
Changes for Safer Work at Motor in FBW—George Smith, FBW
Use Chain Falls to Raise Sliding Bar—Edwin F. St. John, FFP
Special Safety Guards in Hanger, #5 Machine—Halvar R. Tolander, FFP
Move Bearing on Circulating Oil Pump—John Walsh, FBM
Screen for Patterson Kettles—Joseph Watkins, FBP-3

John Walsh, FBM, was given an additional award of \$10.00 for five accepted suggestions.

NOVEMBER

The following suggestion was classified as showing a Saving in Manufacturing Cost and given an award of \$10.00 each:

Lifting Device for Shingle Finish Creases on FXCM1—Herman Lauble, FXC

The following suggestions were classified as of Intangible Value and given an award of \$5.00:

Step at Front Side of Surfacing Section—Joe Bartell, FBPM7
Tapered Gauge on Combining Table at FBI—W. Raymond Bearce, FBI
Clutch for Stopping Shafts in 8/4 Hangers—Carl Brennan, FFD
Move String Catcher at DMB2—Michael Burke, DMB
Automatic Shut Offs for FBW Switches—Perry Crane, FBW
Guide for Cables to Ventilator in Ovens—Harry A. Davis, FFZ
Change at Cap Sheet Cutting Knife—Chester Gibadlo, FBI
Cut Plate on Right Side of Cutting Knife—Chester Gibadlo, FBI
Bar to Life Gum Strips from Roll at FXC—Lloyd M. Hanson, FXC
Longer Use of Links at #1 Elevator—Robert W. Hunter, FBW
Eliminate Thrust Plug on B.M. Machine—A. J. McDonald, EMM
Brackets to Hold Back Rolls on Truck—Samuel A. Mineati, DPV
Sink for Washing Miscellaneous Machine Parts—Peter Petroni, FXC
Rubber Blades for Chute on FBW Finish Tanks—Tony Richardi, FBW
Lower Roadway at DPH Shed—John B. Rogers, DPH
Relocate Windows on Derrick—John B. Rogers, DPH
Canvas Belt at FBPM1—Thomas Smith, FBPM-1
Raise Tape Holder on FXG31—John Suman, FXG
Mark Winder for Easy Adjustment—John Wosner, FBPM1
Relocate Signal Bell near Squeeze Rolls—John Wosner, FBPM1
Nip Mirror—Walter Zacofsky, FFG

The following were given additional awards for five accepted suggestions: Herman Lauble, FXC, Carl Brennan, FFD, Michael Burke, DMB, and John Wosner, FBP.

First Aid Classes

PLANS are being made to hold Red Cross First Aid Classes again this Winter, and a course for beginners will start in January.

Mr. George Johnson of the American Red Cross will be the instructor. All those interested are requested to send their names to a member of the First Aid Committee, Frank Eisenhauer, Betho Chandler, Paul Hunt.

Acknowledgments

We shall always remember with deep gratitude your comforting expressions of sympathy.
Thomas F. McColgan and family.

We wish to thank the employees of Bird & Son, inc. for their kind expressions of sympathy and the beautiful flowers sent to us during our recent bereavement.

Mr. and Mrs. John R. Burhoe and family.

I wish to thank Bird & Son, inc. and my associates for the flowers and kind expressions of sympathy during my recent bereavement.

Louise McFarland.



Out for a stroll on the Board Walk. Frank Fisher, Safety Inspector and John Rogers of the Phillipsdale Plant enjoying the sea breezes at Atlantic City during the National Safety Council Convention.

Veterans' Service List

WE give below the names of those whose fifth, tenth, and fifteenth anniversaries fall during December and January, and of those who complete twenty or more years' service during these months:

DECEMBER		Years
August Hilderbrandt	12-25-1889	Retired 47
A. R. Jenkins	12-13-1894	Flooring Plant 42
Harry Mann	12- 1-1901	Experimental Engineer 35
Robert Roy	12-27-1905	Roofing Plant 31
Dennis Broderick	12-20-1906	Janitor 30
David Heylin	12-21-1906	Maintenance 30
J. S. Robertson	12- 7-1908	Office 28
Wilbur Fay	12- 9-1908	Maintenance 28
Frank Whitehead	12-19-1908	Maintenance 28
R. G. Fulton	12-30-1912	Roofing Plant 24
Joseph McGregor	12-16-1915	Roofing Plant 21
Patrick Feeney	12-17-1915	Roofing Plant 21
Victor Makela	12-24-1915	Roofing Plant 21
John Burhoe	12-27-1915	Power and Steam 21
Ralph M. Wight	12- 1-1921	Supt. Flooring Plant 15
Catherine Dowdie	12-12-1921	Office 15
Michael Dziubanick	12-14-1921	Flooring Plant 15
William Reardon	12- 3-1926	Maintenance 10
Sigurd R. Anderson	12-13-1926	Maintenance 10
Austin Allen	12-22-1926	Flooring Plant 10
Gertrude Brady	12-29-1931	Office 5
Margaret Corcoran	12-28-1931	Office 5
Doris Pease	12-29-1931	Office 5

Chicago

Bryson J. Overholt	12- 5-1913	Office 23
W. E. Williamson	12-19-1921	Roofing Sales 15
Edith Johnson	12- 1-1926	Office 10
L. S. Wharton	12- 1-1926	Roofing Sales 10
J. F. Morris	12-15-1931	Roofing Sales 5

Phillipsdale

Thomas Henderson	12-14-1894	Supt. 42
Frank Mello	12-14-1915	21
Carmine Priete	12- 6-1921	15
A. H. Chamberlain	12-15-1921	15

Canada

V. Duranceau	12-20-1915	Montreal, Plant 12
H. E. Pringle	12- 1-1926	Winnipeg 10

JANUARY, 1937

Henri Davenport	1- 1-1898	Asst. Treas. 39
Carl V. Smith	1- 1-1901	Paper Mill 36
F. W. Welch	1-16-1901	Box Shop 36
Joe Knaus	1-24-1902	Paper Mill 35
May Gardner	1-26-1902	Office 35
Daniel Reardon	1- 7-1907	Paper Mill 30
Dennis Lowney	1- 9-1907	Retired 30

		Years
B. D. Rogers	1-21-1907	Director of Personnel 30
Panfilo Lacivito	1-12-1912	Roofing Plant 25
H. E. Sawyer, Jr.	1-26-1914	Pres. and Sales Manager, Bird Floor Covering Sales Corp. 23
George L. Towle	1- 7-1916	No. 2 Box Shop 21
Pasquale Ruscitti	1-15-1917	Power and Steam 20
Ralph Westcott	1- 1-1922	Flooring Sales 15
Edith O'Neil	1-16-1917	Office 20
John Timmins	1- 1-1922	Maintenance 15
Dorothy Lynch	1- 4-1922	Office 15
Arthur Eppich	1- 4-1922	Maintenance 15
Henry Morgan	1- 9-1922	Roofing Plant 15
Michael Verderber	1-10-1922	No. 1 Box Shop 15
Jos. Kowloski	1-13-1922	Roofing Plant 15
Anthony Samson	1-14-1922	No. 1 Box Shop 15
Stuart Nickerson	1-16-1922	Flooring Plant 15
Bartley Foley	1-18-1922	Maintenance 15
Martin Costello	1-19-1922	Maintenance 15
John Maitland	1-20-1922	Maintenance 15
Robert H. Ross	1-23-1922	Flooring Plant 15
John H. White	1-23-1922	Roofing Plant 15
Leroy Gardner	1-24-1922	Maintenance 15
James Mack	1- 3-1927	Office 10
Raymond Young	1-10-1927	Office 10
Clarence Phillips	1-21-1927	Flooring Plant 10
Lester Evans	1-31-1927	Flooring Plant 10
Stanley Blackmer	1-31-1927	Flooring Sales 10
Albert Eckert	1-12-1932	Office 5
Chas. H. MacDonald	1-21-1932	Box Shop 5
Joseph Geraghty	1-22-1932	Roofing Plant 5
John Brooks	1-22-1932	Roofing Plant 5
William P. Walker	1-25-1932	Office 5
Arthur J. Duncan	1-25-1932	Flooring Plant 5
Edwin W. Gilmore	1-26-1932	Maintenance 5
Allen R. Seaver	1-26-1932	Maintenance 5
Peter McCall	1-29-1932	Box Shop 5

Chicago

Charles P. Conger	1-11-1922	Roofing Sales 15
Joseph R. Cattellier	1-31-1922	Mfg. 15
Lillian Knight	1-15-1932	Office 5

Phillipsdale

Rexford Salisbury	1- 6-1909	28
John H. Nolan	1-15-1917	20
Patrick Broderick	1- 3-1927	10

Canada

W. A. Robertson	1- 1-1914	New Brunswick 23
J. U. Girard	1- 1-1910	Quebec 27
C. W. Stryker	1- 1-1913	Ontario 24
R. Foulds	1-23-1917	Hamilton 20
O. J. Richard	1-12-1927	Pont Rouge 10
A. J. Piche	1-17-1927	Portneuf 10
G. J. Bussieres	1-28-1932	Portneuf 5

Lost Time Accidents

WE are glad to be able to report only two lost time accidents since our last issue of the *Review*. The first one occurred on October 6 in Chicago, and the other more than a month later on November 16 in our Maintenance Department.

The Chicago accident happened when Herbert Schreiber lost his balance and fell into a slate bin while turning a spout from one bin to another. He injured his head and leg slightly, losing four days from work.

At East Walpole, on November 16, William Donahue, piper's helper, received a fractured left toe, when some pipes dropped on his foot. He was waiting for the elevator in No. 2 Box Shop, and had carelessly left the pipe insecurely on a roll of paper. Safety shoes would have prevented the injury and proper care in

handling the pipe would have eliminated the cause of the accident.

Only two accidents is an improvement in our record which we hope will continue so that we may look forward to a real "Merry Christmas". If we are fortunate enough to finish the year without more lost timers we shall have reduced our accidents by twenty-six from last year. A wonderful elimination of needless suffering and expense.

Credit Union Declares Dividend

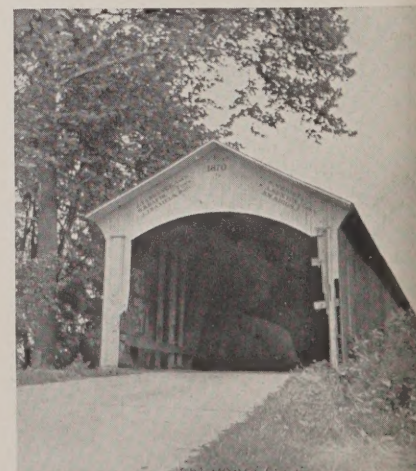
A FIVE percent dividend on all outstanding shares was voted by the members of the Neponset Credit Union at the annual meeting held on Wednesday, November 18 in the Girls' Smoking Room. This is the same dividend rate which has been paid for the past three years.

Bernard Bailey, Flooring Plant, Wesley Beaulieu, Accounting Department, and William S. Jackson, P Office, were re-elected as Directors, and Warren S. Kumblad, Roofing Laboratory, was elected as a new Director.

The same rate of interest on savings, 2½%, is to be continued, subject to revision at the discretion of the Board of Directors.

Special tribute was paid by President George Smith to Benjamin R. Taylor, whose term expired this year. Mr. Taylor has been on the Board of Directors ever since the Credit Union was organized twenty-three years ago, and for twenty-two years he served as its Clerk.

This covered bridge was taken in Spencer, Indiana by Albert Bohnenberger of the Chicago Roofing Plant.





BIRD PRODUCTS



Roofing Division

BIRD Shingles

Special 3 in 1 Thick Butt	3 in 1 Thick Butt	Super 3 in 1 Thick Butt
Weather-Tex Thick Butt	Custom Built	NEPONSET Twins Thick Butt
NEPONSET Double Twins	American Double Twins	Loc-Set Hex-Twins Individuals
Lock-Butt	BIRD Insulated Bric-Siding	Giant Individuals
Art Wall Siding	Bric-craft Siding	Weather-Tex Siding
		Art-Bric Siding

BIRD Roll Roofing

Paroid	Art-Hex	Mineral Surfaced	American Ready	Old Reliable
Universal	Mineralite	Waterdyke	Proslate Roofing, Blind Nailed	

BIRD Building Papers

NEPONSET Black	Saturated and Coated	Super Sheathing	Economy
Refrigerator Insulating	Reenforced Kraft Paper	Duplex Kraft	

BIRD Wallboard

NEPONSET Wallboard	American Wallboard	Art Craft Wallboard
NEPONSET Tileboard	American Wallboard, Green One Side	Poster Board

BIRD Specialties

BIRD Built-up Roof Materials	BIRD Deadening Felt	Tarred Felt	Asphalt Felt
	Plastic Cement	Roof Coating	

Flooring Division

BIRD NEPONSET Rugs and Floor Coverings, Armored with BAKELITE

BIRD NEPONSET Rug Border

Economy Rugs	Economy Floor Coverings	Economy Hall Runner
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BIRD NEPONSET Hall Runner

BIRD Lining Felt	BIRD Saturated Felt	Rubberlike Matting
	BIRD CHROMALIN Floor Covering	
	Patterned Plain Jaspé	

Box Division

BIRD Solid Fibre and Corrugated Fibre Shipping Cases

BIRD-Fibre Wood Frame Shipping Cases

Carton Division

BIRD Shoe Cartons	NEPONSET Waterproof Paper Flower Pots	
Tack and Screw Boxes	Plant Bands	Plant Boxes

Special Paper Division

Index Pressboard	Socket Lining Paper	Rocket Paper
Dry and Waterproof Felt Papers for Special Purposes		
Industrial Filter Paper		
Innersole Board	Cloth Board	



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{List of Bird Products on Inside Back Cover}



